

हिमालयन वन अनुसंधान संस्थान

(भारतीय वानिकी अनुसंधान एवं शिक्षा परिषद)

कॉनिफर कैम्पस, पंथाघाटी,

शिमल-171009 (हि०प्र०)

संख्या 1-3 (3)/ एच०एफ०आर०आई०/

दिनांक: 23.06.2014

सेवा में,

मैसर्स _____

विषय: सुरक्षा कर्मियों/ ड्राइवर/ सफाई कर्मी/ प्लम्बर/ विद्युत कर्मचारी/ मजदूर आदि को संविदा के आधार (through service provider) पर लेने हेतु निविदाएं (Tenders) आमंत्रित करने के सम्बन्ध में ।

महोदय,

हिमालयन वन अनुसंधान संस्थान, शिमल द्वारा उपरोक्त विषय में दर्शाए गये कर्मचारियों को संविदा के आधार पर लेने हेतु निविदाएं (Tenders) आमंत्रित की जाती है । अतः निविदा (Tenders Documents) में दी गई शर्तों व नियमों को मानते हुए निविदाएं Qualifying Bid (Annexure-I) व Financial Bid (Annexure-II) अलग-2 लिफाफों में डाल कर और उनके ऊपर Qualifying Bid व Financial Bid लिख कर सील बन्द करके इस कार्यालय को अग्रिम कार्यवाही हेतु दिनांक **21.07.2014** को सांय 3.00 बजे तक भेजें । उक्त निविदाएं स्वागत कक्ष के बाहर रखे गये Tender Box में दिनांक **21.07.2014** को सांय 3.00 बजे तक डालने/ भेजने की कृपा करें । Qualifying Bid (जिसके साथ EMD रूपये 34000/- लगाना आवश्यक है) दिनांक **21.07.2014** को सांय 3.30 बजे खोली जायेगी एवं जिनकी 'Qualifying Bid' सही पाई जायेगी, उन्ही की 'Financial Bid' दिनांक **22.07.2014** को प्रातः 11.00 बजे खोली जायेगी । नियत तिथि व समय पर प्राप्त न होने वाली निविदाएं रद्द समझी जायेंगी तथा स्वीकार नहीं की जायेंगी । निविदा फार्म संस्थान से प्राप्त करने हेतु रूपये 500/-, डाक द्वारा मंगवाने हेतु रूपये 600/- का बैंक ड्राफ्ट **निदेशक, एचएफआरआई, शिमल** के नाम जमा करवाना होगा । वेबसाइट से डाउनलोड किए गए निविदा फार्म के साथ भी रूपये 500/- का बैंक ड्राफ्ट **निदेशक, एचएफआरआई, शिमल** के नाम जमा करवाना होगा ।

निविदा खोलने के समय आप या आपका प्रतिनिधि कार्यालय में उपस्थित हो सकता है ।

संलग्न : उपरोक्तानुसार

भवदीय,

-sd-

सम्पदा अधिकारी

हि०व०अ०सं०, शिमल

Terms and conditions of the contract for providing services of Security and Maintenance Staff for Himalayan Forest Research Institute, Shimla and its Field Research Stations in the States of H.P. & J.K.

- 1. The agreement that will be met with shall be deemed to be an Agreement between the Principal Employer and the Contractor. The Agreement shall be one for service being provided and not of service.**
- 2. That the successful tender hereinafter called as the "contractor" shall execute/perform the works contracted by him hereunder, to the satisfaction of the institute.**
- 3. The Contractor shall seek instruction from the HFRI, Shimla or any other officer, authorized by the Director, HFRI, Shimla for the purpose, hereinafter referred to as the "HFRI, Shimla authority".**
- 4. The Contractor shall be fully responsible for the Security of the HFRI, Conifer Campus, Shimla and its Field Research Stations in the States of H.P. & J&K, structure, installations, fittings, equipments, vehicles, household appliances and materials, building material and other property owned by the HFRI or inmates residing or working in or visiting the HFRI, Campus and its Field Research Stations.**
- 5. All necessary manpower required for all major and minor, preventive as well as corrective repair and maintenance of all electrical/water supply facilities within all official and residential buildings of HFRI located at HFRI Campus, Panthaghati, Shimla etc. including all preventive and corrective repair and maintenance of all HT and LT lines and Transformers belonging to HFRI and presently not being maintained by the concerned departments shall be provided by the successful contractor.**
- 6. All materials excluding repair, maintenance and all tools, testing equipment required for carrying out maintenance works of various electrical facilities at HFRI, Shimla will be provided by the HFRI, Shimla. However, in case of residential quarters, fused bulbs and tube-lights shall be replaced by the residents themselves.**
- 7. However, all materials required for repair and maintenance of fans, geysers, pumps and pump motors etc. will be provided by the contractor.**
- 8. In case of the fault in the underground LT or HT line, entire cost of digging as well as re-filling of the trench for any amount of the digging & re-filling as required for fault rectification shall be borne by the successful bidder.**
- 9. Persons having adequate experience and technical knowledge in the maintenance of the electrical equipments, electricity lines, water pumps and high capacity diesel generating set shall only be engaged by the contractor. Persons engaged by the contractor should not be child labour and also should be of good character and health. The Contractor should provide a certificate to the effect for the workers engaged by him for various works**

10. That the main functions required to be performed by the maintenance personnel include the following:
- (i) **Skilled Electrician-** To perform and provide day-to-day routine electrical services for HFRI Administrative, residential and other buildings, regular checking and repair of installations, rectification of faults, addition/ alteration of electrical points/ wiring/ installations/ fittings, ensure fire safety measures due to electric sparking/ overload/ any other fault. In addition, he is expected to provide services for any other electrical services required by the institute.
 - (ii) **Skilled Plumber –** To provide services for distribution of water from main water storage tanks of the institute; plumbing related works of the Administrative/ office building/ residential quarters including new plumbing of lines, repairs of water and sewerage lines of the institute, repair and change of sewerage/ water pipes lines including taps and other related fixtures/ installations etc.
 - (iii) **Skilled Driver-** To drive and maintain the institute vehicles in good running condition/ ensure safety of the occupants, maintain minimum prescribed mileage, minimize repair and running cost, decent behavior with the travelling officers/ scientists/ staff etc.
 - (iv) **Un-skilled safaiwala –** Regular upkeeping/ sweeping/ washing of Administrative/ other buildings of the institute including cleaning of toilets/ urinals/ bathrooms, floor area and the campus in utmost decent manner to avoid any stinking and foul smell and maintain good hygiene.
 - (v) **Un-skilled Mazdoor –** Maintenance of campus, Field Research Nurseries, seasonal flower beds, watering of plants, digging/ biting work, cutting of grass and other related works to maintain the campus and research stations. Any other work as assigned by the institute/ caretaker/ Officer In-charge.
11. Besides the normal campus manning security functions, the other functions required to be performed for the safety of HFRI, Campus Shimla also includes the following:-
- (i) To man security check post located at the main gates of the HFRI Conifer Campus/ its field Research Stations and at any other points specified by the HFRI authority.
 - (ii) Security personnel deployed by the Contractor shall check the material/ property going out of the building/ campus through the procedure of gate pass as laid down by the HFRI authority.
 - (iii) To perform watch and ward functions including night patrolling/ day patrolling including public holidays, Saturday and Sundays.
12. The contractor shall compensate in full the loss occurred to the HFRI or its campus inmate on account of any theft, burglary and any other kind of intrusion in the campus entrusted to him for security. The amount of loss to be compensated by the Contractor shall be determined by the Director and the same shall be binding on the Contractor. The compensatory amount may directly be deducted from his monthly bills.

13. **The contractor shall also be fully responsible for any loss or damage of material, vehicle and any other property of the HFRI, or its campus inmates arising out due to the negligence or failure of the security personnel and other categories of personnel engaged by the Contractor in complying with the prescribed procedure. The contractor shall compensate all losses suffered by the HFRI on this account in full. The decision of the Director in this regard shall be binding on the Contractor.**
14. **The Contractor shall deploy Security Guards (preferably physically fit ex-serviceman or para-military forces/ PAC/ Home Guards etc.) below the age of 45 yrs. only for the purpose of this contract in the HFRI. The Security supervisor shall be below the age of 50 years. Before the security personnel report for duty or in due course, necessary documents to prove the credentials and personnel belongs to ex-servicemen category shall be produced by the Contractor before the Director HFRI, Shimla or his authorized officer. The HFRI authority shall verify the fact and only those personnel shall be deployed by the Contractor on duty in whose case documentary proof has been rendered to the satisfaction of the authority. In additions to this, if any of the security personnel deployed is found to be unsatisfactory, even though he is an ex-serviceman, he shall have to be withdrawn by the Contractor within 24 hours. No wages shall be payable in respect of such security staff in whose case documentary evidence in support of their being ex-servicemen is not rendered in time by the Contractor. A complete list of the security personnel engaged by the Contractor for deployment in HFRI, Shimla shall be furnished by the Contractor alongwith complete address and other antecedents. The Contractor shall deploy only those whose antecedents have been verified by the police authorities.**
15. **The rates payable to the Contractor as agreed for personnel to be deployed viz., Security Supervisor and Security Guards will be treated as skilled and unskilled respectively within the meaning of Minimum Wages Act, 1948 and will be based on the current rates laid down by the Govt. of India or District Magistrate, Shimla under the minimum Wages Act, 1948 (whichever is higher) and regarding other categories of personnel as per the nature of services which will be specified by HFRI authorities. In case of revision of minimum wages by the competent authority, as also of the employer's contributions towards EPF, EDLI and (ESI presently not applicable for HFRI, Shimla), the pro-rata increase in the rates will be acceptable to the HFRI authority. It shall be the responsibility of the Contractor to ensure that the security personnel or other categories of personnel, as the case may be deployed by him at no point of time will be paid less than the minimum rates of wages as prescribed and revised from time to time for the respective categories. Bill shall be raised by the contractor in accordance with the rates quoted on last day of every month and submitted for payment to HFRI authority. The copy of necessary documents showing that the wages in full has been paid for the previous month to the workers engaged by him in HFRI (with signature/ thumb impression of workers) should be attached with the bill as a proof. The number of security personnel and other categories of personnel required can vary subject to requirements. The Contractor will also ensure that the personnel deployed by him are paid the wages/ salaries for the previous month on or before the 7th day of the subsequent month, through any nationalized bank based at the locality where personnel deployed.**

16. **The HFRI authority shall fix timings of the various duty shifts. A single duty shift will have a normal duration of 8 (eight) hours without rest intervals. The deployment of security personnel shall be as per details given in Annexure I hereto.**
17. **The contractor shall submit weekly duty chart of the security personnel to the HFRI authority prior to commencement of the week. He shall also submit the daily attendance sheet of the security personnel for the previous working day. The principle of “No Work –No Pay” shall be followed while making payment of wages/ salaries to the personnel deployed by him.**
18. **The Contractor shall not replace the security and other personnel at random. This shall be done with the prior knowledge of the HFRI authority and full particulars of the security and other personnel so deployed shall be given to the HFRI authority. In case any of the security and other staffs found to be posted without the prior knowledge of the HFRI authority, the HFRI shall not be liable to pay for such security and other personnel.**
19. **No leave of any kind to the security and other personnel shall be sanctioned by the HFRI authority. The Contractor shall be liable to make substitute arrangements in case of the absence of the security personnel and other personnel. The Contractor shall man all the security check posts and other locations as specified by the HFRI authority on all the weekdays. No short leave or meal relief shall be permitted to the security personnel unless the Contractor provides suitable substitute and that too without any extra payment. The Contractor shall provide sufficient number of leave reserves also.**
20. **The Contractor shall ensure that at no time any security point is unmanned. The Contractor, at the main gate where round the clock, security personnel perform duty, for the purpose of taking/ handing over the duty shall maintain a register. Performance of duty in two shifts by the same guard on a day shall not be permitted. However, in an emergent case exception can be made with the prior approval of the HFRI authority to the extent of one person in any one of the shifts but the payment to such a person for the extra shift be at the rates applicable for normal shift.**
21. **The Contractor shall arrange to dress all the security personnel and other categories of personnel which require uniforms on duty smartly and neatly on the pattern of the uniformed services and ensure their good behavior with the HFRI establishment and visitors. They shall abstain from taking part in any staff union and association activities. The Contractor shall provide as a part of dress, appropriate woolen garments to the security personnel as well as to the other categories of personnel which require uniform in winter season. The security personnel and other categories of personnel shall not be permitted to wear any odd wrappings. The dress shall be of uniform colour and design. The Contractor shall ensure that during the rainy season raincoat is given to the security personnel along with umbrellas. The Security personnel should always be standing at the gate check posts where actually deployed to monitor the movement at the gates mentioned in Annexure-IV. If at any point of time any security guard is found sitting or lacking in his duty, a sum of Rs. 100 (One hundred only) shall be fined to the contractor for each such complaint.**

22. **The HFRI shall not be liable to provide residential accommodation to the security personnel or the other categories of personnel. No cooking or lodging shall be allowed to the security personnel and other workers engaged by the Contractor at any place inside the campus or at field stations.**
23. **The Contractor shall ensure that the gunmen deployed by him hold valid license for the use of firearms. The legal implications and obligations for carrying these arms and those arising from their use whether for institute's security or otherwise, shall entirely be the responsibility of the Contractor.**
24. **The Contractor as envisaged in Payment Terms hereto shall bear expenses incurred on the following (eg.):**
 - i) **Providing torches and cells to the security guards/ gunmen on night patrol.**
 - ii) **Providing lathi/ ballam and other implements to the security personnel.**
 - iii) **Stationary for writing duty charts and registers at the security checkpoints for making entries of the visitors, vehicles, etc. The register use and those in use will be property of the HFRI.**
 - iv) **Provision of arms and ammunition to the Gunmen.**
 - v) **Barriers and security bars provided at the security checkpoints after taking approval from the HFRI.**
 - vi) **All Security Supervisors and Security Guards shall be provided with nameplates, which shall be displayed on their breast/ chest- height.**
25. **The HFRI authority reserves the right to change the deployment of security personnel. The HFRI also reserves the right to ask for replacement of particular security personnel or other categories of personnel deployed by the Contractor.**
26. **The security personnel and other categories of personnel deployed by the Contractor shall be bound to observe all instructions issued by HFRI authority concerning general discipline and behavior.**
27. **The HFRI authority has the right to check the various implements/ torches etc. and the contractor shall maintain these items to the satisfaction of the HFRI authority.**
28. **That for all intents and purpose the Contractor will be "Employer" within the meaning of all labour legislations in respect of the security personnel and other categories of personnel so deployed by him.**
29. **The Contractor shall be responsible for recruitment of the personnel for the purpose of this contract, and the security personnel and other categories of personnel so recruited and deployed by him shall be under his direct control/ supervision.**

30. In case the security personnel and other categories of personnel deployed by the Contractor commit/ commits any act of omission or commission constituting their/ her/ his misconduct or indiscipline, the Contractor will be liable and responsible to take disciplinary action against the personnel, including suspension, dismissal from service etc.
31. The Contractor will be responsible and liable for the implementation of all the statutory provisions as regards security and other personnel to be deployed by him in respect of minimum wages, Employees' Provident Funds, and Employees' State Insurance, etc. as and when they become applicable under the Law. The contractor shall maintain all the statutory registers under the law. The Contractor shall produce the same on demand to the HFRI authority or any other authority under law. The Contractor will obtain a license under the Contract Labour (R&A) Act, 1970 and produce a copy of the same to HFRI authority, In case, the previous month's challan pertains to EPF, EDLI, ESI (where applicable) do not accompany the bill as a documentary proof, a requisite portion of amount shall be held up till such proof is produced.

In case the Contractor fails to comply with statutory obligations under any Labour Laws, and the HFRI is put to any obligation, monetary or otherwise, the HFRI will be entitled to get itself reimbursed from the bill or the security deposit of the Contractor or otherwise, to the extent of the obligations in monetary terms.

32. The HFRI shall not be responsible financially or otherwise for any injury or death to the security personnel or other categories of personnel in the course of their performing the security or other duties. In case, compensations are awarded by the Court of Law, it shall be the responsibility of the Contractor.
33. The Contractor shall not be permitted to sublet, transfer or assign his rights and obligations under this contract to any other person or organization.
34. Time shall be the essence of the contract and the duration of this contract shall be for a period of twelve months from _____. The term shall be extendable for further period after judging the performance of the contractor, as per terms and conditions with effect from _____ except in the event of earlier termination under these terms. The contract shall automatically expire on _____ unless extended further by mutual consent of the parties. The dates herein will be decided after issue of work order by the competent authority.
35. Director has absolute right to terminate the contract at any time before the due date of expiry specified in clause 34 hereinabove, without assigning any reason by giving one month's notice in advance to the contractor in writing or by making equivalent payment thereof. The director shall also have the right to extend the contract in writing on same terms and conditions with some addition/ deletion for a further period of six months or for a shorter period until such time as a new security agency takes over in the event of HFRI resorting to the process of appointing a fresh contractor.

36. **In the event of the Contractor desiring an earlier termination of the contract, he shall have compulsorily to give three months advance notice to the Director.**
37. **The Contractor is bound by the details and documents as furnished by him to the HFRI while submitting the tender or at any other time. In case any of the details of such documents furnished by him is found to be false at any stage, this would be deemed to be a breach of the terms of contract making him liable for action under clause 38 hereof.**
38. **In case of breach of any of the terms of agreement, the security deposit of the Contractor is liable to be forfeited by the Director. The Director against any amount, which the Contractor may owe to the HFRI, can appropriate any sum of money due or payable to the Contractor including the security deposit refundable to him under the contract.**
39. **The Contractor shall be liable to be fined to the extent of Rs. 1000/- in each case for any theft in the premises, which are not covered in clause 12 and 13 of the contract.**
40. **The Contractor will ensure that no unauthorized entry is permitted inside the campus and the guards at the entry points are able to categories the legitimate residents and visitors without causing any embarrassment or discourtesy. The security personnel, in event of not being able to categories the legitimate residents, shall contact the host/ guest in the estate of HFRI through telephone provided at points mentioned in Annexure-IV. Each complaint of outsider found imparting Vehicle Driving Training inside the campus of HFRI or outsiders found playing inside the Lawns of HFRI shall fetch a fine Rs. 100/- (Rupees One Hundred only) to the contractor.**
41. **Entry of stray dogs and stray cattle into the campus is to be prevented by the deployed security staff.**
42. **It should be ensured that trees, flowers, plants and grassy lawns are not damaged either by the campus inmates or by outsiders.**
43. **All personnel employed by the Contractor shall be bound to provide full help in extinguishing any fire that breaks out anywhere in the HFRI campus/ Field Research Stations.**
44. **In the event of any malpractice on the part of the Contractor or his employees, vis-à-vis any HFRI staff or otherwise, the contractor shall be liable to be terminated.**
45. **The performance of security functions and other services under the contract will be reviewed by the HFRI Authority at 3.00 p.m. on the second day of every month and the Contractor will remain present personally through an authorized representative. In the event of the second day of the month being a holiday, the meeting shall take place on the next working day.**

46. **Income Tax will be deducted at source as per Income Tax Law and the TDS certificate to this effect shall be issued to the Contractor by the HFRI. The responsibility of the paying the Service Tax at the prevailing rate (Govt. levy) will be of the contractor. The contractor will produce the proof of payment of the Service Tax (Govt. levy) of previous month to HFRI.**
47. **The Contractor will have to deposit performance security money of Rs. 85,000 (Rupees eighty five Thousand only) in the form of Account Payee Demand Draft, Fixed Deposit Receipt from a commercial bank, Bank Guarantee from a Commercial Bank in an acceptable form for the entire contract period and for additional sixty days thereafter, in favour of the Director HFRI within 15 days of the award of contract. The Security Deposit shall be released in full only when complete handing over of security charge is made to the HFRI, in the event of completion of the contract or otherwise and if no dues are recoverable from the Contractor.**
48. **The Contractor will execute an agreement with the Director, HFRI on a non-judicial stamp paper worth Rs. 100/- (Rupees One Hundred only) to be provided by the contractor.**
49. **The Contractor, if any manner defaults in the performance or in making goods any losses, damages or expenses or any part thereof, then it shall be lawful for the institute to forfeit or dispose of said security deposit in and towards the liquidation of liability of the contractor in respect of such defaults. Further in case the institute is to put any monetary loss or liability as a result of any act of omission or commission of the contractor or personnel / personnels employed by him, the institute shall have the right to get itself reimbursed to the extent of the liability or loss out of the bills and/ or the security deposit.**
50. **Any dispute arising out of this agreement will be settled under the jurisdiction of Court (under High court of Shimla).**

NOTE: - The tender will be awarded to the contractor who will submit the complete rates for all categories i.e. Security guards, Electrician, Plumber, Ssfaiwala, Cook cum Chowkidar, Mazdoor, Driver.

Name of the firm
Address: _____

UNDERTAKING OF ANNUAL FINANCIAL TURNOVER

To,

**The Director,
Himalayan Forest Research Institute,
Conifer Campus, Panthaghati,
Shimla –171009 (HP)**

1. This is to certify that the annual turnover of our Company/ agency named as

_____ is Rs. _____

2. Certified/ Attested copies of documents in support of the same by Income Tax Officer/ Govt. Approval Auditors / or any other such Officer is attached

**Managing Director / Head of the
Company/ Authorized Representative.**

(Most recent documents will be preferred)

INSTRUCTIONS FOR FILLING TENDER DOCUMENTS

1. If space for information is found insufficient, a separate sheet may be attached.
2. Tenderers are required to attach certified/ attested copies (Attested by a Gazetted Officer) of the following certificates/ documents along with the tender documents. In case of any doubt arising original copy may be asked for clarification of doubt.
 - a. Company Registration certificate, under the Companies Act, 1956
 - b. EPF, EDLI and ESI Registration Certificate
 - c. Up to date Income Tax Clearance Certificate
 - d. Service Tax Certificate
 - e. Company's Up to date Balance Sheet
 - f. Summary of Personnels deployed by the agency at Shimla showing monthly salary structure statement.
 - g. EPF, EDLI and ESI Challan Certificate of latest month along-with summary of personnel against whom EPF, EDLI and ESI have been deposited.
 - h. Under taking of Annual Financial turnover.
 - i. Copy of the Individual salary slips issued to security personnel, showing skill of individual (one copy of each category which is latest).
 - j. Copy of the EPF Yearly Slips of the individual (latest).
 - k. Copy of the latest telephone bill showing address of the Head office/ Branch Office at Shimla.
3. The Tenderer is required to furnish a certified, copy (attested by a Gazetted Officer) of the "Memorandum and Article of Association of the Company" along with tender.
4. All the attached documents submitted with the tender documents should be duly attested/ certified by a Gazetted Officer.
5. All the pages and appendices attached should be numbered and signed by the Tenderer.
6. All entries in this form should be clearly filled. No overwriting is permitted. All cuttings must be initiated by the Tenderer.

PAYMENT TERMS

(Refer to Para (9) of the terms and conditions of the contract)

1. The contractor will pay the minimum wages as applicable within the meaning of Minimum Wages Act, 1948 for the following who will be treated at par with skilled/ semi-skilled/unskilled as the case may be (eg.):-
 - i. **Security Guards** (preferably ex-serviceman or paramilitary PAC/Home Guards
 - ii. **Staff for outdoor housekeeping & up keeping** Un-skilled/Semi-skilled specified by HFRI
 - iii. **Drivers** Semi-Skilled specified by HFRI (Heavy duty License holder)

Minimum wages Act, 1948 shall be applicable to all security and other categories of personnel deployed at the Institute. The contractor will ensure that he pays minimum wages applicable to all his employees at all times alongwith statutory obligations like EPF, EDLI, ESI (where applicable) in accordance with the government rules and regulations, in force from time to time and provide uniforms and other day to day requirement of the security guards like torches, cells, sticks etc.

2. **UNIFORM:** The contractors will bear full responsibility of providing a smart uniform to the security personnel and the staff for outdoor house keeping and up keeping activities/ services, which require uniform during the duty hours.

The details of uniform to be provided per annum per personnel depending on the requirement of personnel are as follows:

- a) **One shirt and trouser**
- b) **One pair of shoes**
- c) **One jersey pullover**
- d) **One jacket**
- e) **Cap and Belt**
- f) **Scarf, torch, cell, lathi, ballam, whistle and stationery etc.**
- g) **Any extra warm clothing required in case of extreme cold of uniform pattern.**
- h) **Rain Coat**

Annexure I

Deployment of Personnel

The deployment of security personnel and other personnel by the contractor will be

Sl. No.	Category	No. of Personnel*	Place of deployment	*Remarks
1.	Security Guards	06	Conifer campus, Panthaghati, Shimla	Duty points for effective security Coverage of different segments in the campus including necessary Patrolling as given in Tender document.
2.	Staff for outdoor			Individuals for eight-hours for six days in a week. The time and number will vary according to need.
i)	Electrician	01	Conifer campus, Panthaghati, Shimla	
ii)	Plumber	01		
iii)	Safaiwala	01		
iv)	Security Guard cum Cook	01		
v)	Mazdoor	02		
3.	Driver	03	Headquarter of the driver will be at HFRI, Panthaghati and they are liable to drive the vehicle anywhere in Northern India as and when required.	
4	Field Research Stations			
i)	Security guards	01	Modern Village Baragaon	
ii)	Chowkidar	01	VVK Jammu	
iii)	Mazdoor	08	VVK Jammu=1, Demo Village Lana-banka, Sirmour =1, Jagatsukh, Manali=1, Tabo=1, Shilly=1, Shillaru=1, Model Village Baragaon=1, FRS, Birplassi =1.	

*Nos. of Personnel likely to be increased of decreased depending on functional requirement.

- Note: -a) Timings & shifts will be in accordance with prevailing labour laws.**
b) Estimated manpower requirement may be changed, from time to time.