



(A Government of Gujarat Company)

GIL/Manpower Tender/HRM2803202202/2022 / 12380

01.08.2022

To,

1. M/s. Dev IT Limited

14, Aaryans Corporate Park,  
Near Shilaj Railway Crossing  
Thaltej-Shilaj Road, Thaltej  
Ahmedabad-380059

2. M/s. Silvertouch Technologies Pvt. Ltd

2<sup>nd</sup> Floor, Saffron Tower, Opp. Central  
Mall, Panchvati Cross Road,  
Ahmedabad-380006

3. M/s Xtranet Technology Pvt Ltd

Z-24, zone - 1, MP nagar  
Bhopal, Madhya Pradesh  
Pin-462011

**Subject: Empanelment of agencies for providing "IT Technical Manpower" for GIL & various Govt. Departments / Offices / Boards / Corporations/ Company etc. through GIL under tender No.: HRM2803202202 "**

Dear Sir,

GIL have finalized above three agencies for providing "IT Technical Manpower" for GIL & various Govt. Departments / Offices / Boards / Corporations/ Company etc. through GIL " for outsourced Technical Manpower. We are pleased to inform you that the stated tender will be applicable from 01.08.2022 for new recruitment and for existing manpower it will be applicable from 01.09.2022 GIL and concern department have to complete the process of shifting existing manpower from current tender to new tender. And for transition of employee, one month time will be required to complete administrative process and concern department have to submit revised salary details they want to pay to their existing employee after going through our new tender and same they have to convey with GIL before 20<sup>th</sup> Aug, 2022 which will be abide by the rules mentioned in the tender. The draft of the tender is available in the website of GIL and link of the same is:

<https://gil.gujarat.gov.in/TenderDetails.aspx?TenID=1556>

The department is requested to note that from 01.09.2022 it is necessary to pay employee revised salary and payment as per old tender will not be allowed. The empanelment of above agencies for providing Technical Manpower on contractual basis will be applicable for the period of 3 years i.e. from 01.08.2022 to 31.07.2025.

Regards,

Gujarat Informatics Limited,

Dy. Director (Accounts)

GUJARAT INFORMATICS LIMITED

CIN : U74999GJ1999SGC035459, Block No.2, 2nd Floor, D-Wing, Karmayogi Bhavan, Gandhinagar-382010.

Phone : +91-79-23256022 | Fax : +91-79-23238925 | [www.gil.gujarat.gov.in](http://www.gil.gujarat.gov.in)

CC:

1. DS IT/CIO, General Administration Department
2. DS IT/CIO, Agriculture and Co-operation Department
3. DS IT/CIO, Climate Change Department
4. DS IT/CIO, Education Department
5. DS IT/CIO, Energy and Petrochemicals Department
6. DS IT/CIO, Finance Department
7. DS IT/CIO, Food and Civil Supply Department
8. DS IT/CIO, Forest and Environment Department
9. DS IT/CIO, Health and Family Welfare Department
10. DS IT/CIO, Home Department
11. DS IT/CIO, Industries and Mines Department
12. DS IT/CIO, Information and Broadcasting Department
13. DS IT/CIO, Labour and Employment Department
14. DS IT/CIO, Legal Department
15. DS IT/CIO, Legislative and Parliamentary Affairs Department
16. DS IT/CIO, Narmada, Water Supply and Kulpsar Department
17. DS IT/CIO, Panchayat, Rural Department and Rural Development Department
18. DS IT/CIO, Port and Transport Department
19. DS IT/CIO, Revenue Department
20. DS IT/CIO, Road and Building Department
21. DS IT/CIO, Science and Technology Department
22. DS IT/CIO, Social Justice and Empowerment Department
23. DS IT/CIO, Sports, Youth and Cultural Activities Department
24. DS IT/CIO, Tribal Development Department
25. DS IT/CIO, Urban Development and Urban Housing Department
26. DS IT/CIO, Women and Child Department

Please inform and circulate to all offices under your administrative departments.





enabling e - Governance

(A Government of Gujarat Company)

GIL/Manpower Tender/HRM2803202202/2022 / 12168 to 12170 28.07.2022

To,

- 68 1. **M/s. Dev IT Limited**  
14, Aaryans Corporate Park,  
Near Shilaj Railway Crossing  
Thaltej-Shilaj Road, Thaltej  
Ahmedabad-380059
2. **M/s. Silvertouch Technologies Pvt. Ltd** 69  
2<sup>nd</sup> Floor, Saffron Tower, Opp. Central  
Mall,  
Panchvati Cross Road,  
Ahmedabad-380006
- 70 3. **M/s Xtranet Technology Pvt Ltd**  
Z-24, zone - 1, MP nagar  
Bhopal, Madhya Pradesh  
Pin-462011

**Subject: Empanelment of agencies for providing "IT Technical Manpower" for GIL & various Govt. Departments / Offices / Boards / Corporations/ Company etc. through GIL under tender No.: HRM2803202202 "**

Ref: Your tender submitted to GIL for RFP No.: HRM2803202202 dated: 28.03.2022

Dear Sir,

With reference to tender submitted by you to GIL for providing "IT Technical Manpower" for GIL & various Govt. Departments / Offices / Boards / Corporations/ Company etc. through GIL " for outsourced Technical Manpower. We are pleased to inform you that subsequent to financial evaluation of the tender, GIL has decided to empanel above agencies for providing Technical Manpower on contractual basis for the **period of 3 years i.e. from 01.08.2022 to 31.07.2025 on** following terms and conditions.

**A. Recruitment process and other terms and conditions:**

- The aforesaid agency shall ensure availability of resource, as and when required.
- Manpower will be provided at on-site by the agency.
- The rates of manpower as per Annexure- A.

**B. Recruitment Process:**

- GIL shall select the resources after interview of the sponsored candidates by the agency.
- GIL shall ask for the last three months' salary slip or 06 months bank statement of the resource and maximum up to 40% increment shall be offered above the last month salary drawn to the selected resource. (The offered salary shall be within limit of Maximum Gross monthly Cost to Company to be paid to Manpower mentioned in column 'F' in above table).
- Salary of the selected resources shall be negotiated by the tenderer after interview, and post negotiation the agency shall be informed about the salary of the selected resources.

**GUJARAT INFORMATICS LIMITED**

CIN : U74999GJ1999SGC035459, Block No.2, 2nd Floor, D-Wing, Karmayogi Bhavan, Gandhinagar-382010.

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- Up to 10% increment above upper limit of gross monthly cost to company mentioned in column 'F' shall be considered in below cases:
  - To retain a suitable candidate who have resigned from his/her position and having another job offer, after producing the offered salary.
  - To recruit a suitable and eligible candidate.
  - GIL shall have the sole right to make such decision.
- The selected agency shall maintain backup personnel and shall promptly provide replacement of every person removed pursuant to this section with an equally competent substitute from the pool of backup personnel.
- In case of change in team composition owing to attrition/separation from the organization the replacement must be pre-approved. The agency has to provide the relevant document proof of resignation acceptance / relieving letter.
- For replacement, for every position, a panel consisting 3 times the number of positions shall be submitted. The TENDERER has a right to reject entire panel and seek substitute panel in the same 3 times proportion. Before replacing a resource, minimum two months' time to TENDERER along with panel must be given to choose the substitution from the panel else penalties as per SLA shall be imposed.
- Manpower should be on the payroll of agency.
- GIL will make the necessary arrangements like sitting space, computer etc. for the manpower.
- The agency shall pay the salary within 01st to 05th day of every month to the engaged resource with the Tenderer.
- The selected agency has to submit a report of payments made along with the date of payment and proof of receipt of payment made to the engaged manpower for each month to Tenderer along with the next invoice.
- GIL will not reimburse any amount over and above the quoted price in price bid. Further, bidder is required to adhere to all the statutory requirements like Provident fund, Employees Insurance, performance reward or Bonus etc.
- The deployed manpower will report to the competent authority as assigned by the GIL.
- Agency will have to arrange required entry passes for Sachivalaya campus etc. for their deputed manpower/resources. However, if required GIL will assist in getting the same.
- During contract period if the selected agency's name got changed due to acquisition, amalgamation etc., and agency must inform GIL with all required documents within one month of its name change.
- In case if any other discrepancies found with the agency anytime during the contract period, the same will lead for the disqualification/termination of the contract and the EMD/BG forfeited.
- Test of skills by GIL prior to engagement:
  - a. In order to ensure that the manpower provided by the Service Provider possess the required technical qualifications and skills, it shall be open to take interview and/or written test.
- Panel of candidates – GIL will ask for list of candidates in 1:3 ratio (i.e. against one post list of three candidates will be provided by the service provider) from successful agency. Based on the panel list of candidates and requirement GIL may issue the work-order to the agency.
- Period of manpower engagement - The period of engagement of any man-power will be purely on requirement basis.
- Leave of Engaged manpower will be entitled for 12 Leaves per annum only. Deputed resources will have to adhere to the GIL's business hour & days. However, they may have to work on weekly off day/holidays as per the requirement. Decision of GIL in this regard will be binding on agency.



work on weekly off day/holidays as per the requirement. Decision of GIL in this regard will be binding on agency.

- In case of extension of contract, the validity of Security Deposit should be extended accordingly or a fresh Security Deposit valid beyond three months of the extended period should be provided within 15 days of extension.
- No TA is admissible to the engaged resources for the first posting on the project. Also, in case of fresh posting at other location after expiring of his/her current contract, no TA will be paid by GIL.
- However, if a resource has to undertake a tour in the interest of the project with the prior approval of GIL, then GIL will reimburse the engaged resource to and fro travelling ticket and travelling Allowance (TA) as per admissibility. TA will be paid as per GIL policy.
  - ❖ Adherence to the HR Policy
    - The agency shall submit its HR policy to GIL.
    - The HR policy of agency must have the below policies with respect to the engaged resources.
      1. Maternity Leave Policy as per the applicable act and rules of the State/GoI
      2. Life Insurance Cover Policy for the engaged resources
      3. Health/Medical Insurance Cover policy for the engaged resources during the engagement with the GIL if any resource avail the benefits of Maternity Leave Policy as per the applicable act and rules of the State/GoI, then the GIL/Department shall be liable to pay the agreed salary of that resource for the respective leave period.

### C. Service Terms.

The entire scope of the work depends on the technical skill and experience in management of the same level or kind of capabilities.

- It is mandatory for Bidder to deploy qualified professional to develop / modify, test, deploy & maintain the proposed applications, as defined under scope of work.
- The agency must submit regular schedule of manpower availability.
- The agency need to coordinate and approach various departments/Sub-Departments/Boards/Corporations during this contract.
- The agency is responsible to maintain documentation on the progress of the work and will have to update the same on regular basis. Bidder will have to submit the progress reports regularly, as per the guidelines issued by TENDERER from time-to-time.
- GIL shall provide office space to the operational consultants in its own premise during project period. All other expenses related to transportation, consumables, stationary, printing, scanning, telephone, food, snacks, etc. in case required, must be completely borne by the Agency as part of Contract Agreement.
- The agency shall ensure that security measures, policies and procedures implemented are adequate to protect and maintain the confidentiality of the Confidential Information. Bidder also agrees and acknowledges that it shall adhere to reasonable security practices over all sensitive personal information of the said project as prescribed by various rules under I.T. Act, 2000 (as amended from time to time).

### D. Force Majeure Events

The Force Majeure circumstances and events shall include the following events to the extent that such events or their consequences (it being understood that if a causing event is within the reasonable control of the affected party, the direct consequences shall also be deemed to be within such party's reasonable control) satisfy the definition as stated above. Without limitation to the generality of the foregoing, Force Majeure Event shall include following events and circumstances and their effects to the extent that they, or their effects, satisfy the



above requirements:

### **D.1 Natural events**

("Natural Events") to the extent they satisfy the foregoing requirements including:

- Any material effect on the natural elements, including lightning, fire, earthquake, cyclone, flood, storm, tornado, or typhoon;
- Explosion or chemical contamination (other than resulting from an act of war);
- Epidemic such as plague;
- Any event or circumstance of a nature analogous to any of the foregoing.

### **D.2 Other Events**

Political Events which occur inside or Outside the State of Gujarat or involve directly the State Government and the Central Government ("Direct Political Event"), including:

- Act of war (whether declared or undeclared), invasion, armed conflict or act of foreign enemy, blockade, embargo, revolution, riot, insurrection, civil commotion, act of terrorism or sabotage;
- Strikes, work to rules, go-slows which are either widespread, nation-wide, or state-wide or are of political nature;
- Any event or circumstance of a nature analogous to any of the foregoing.

### **D.3 FORCE MAJEURE EXCLUSIONS:**

Force Majeure shall not include the following event(s) and/or circumstances, except to the extent that they are consequences of an event of Force Majeure:

- Unavailability, late delivery
- Delay in the performance of any contractor, sub-contractors or their agents;

### **D.4 PROCEDURE FOR CALLING FORCE MAJEURE:**

The Affected Party shall notify to the other Party in writing of the occurrence of the Force Majeure as soon as reasonably practicable, and in any event within 05 (five) days after the Affected Party came to know or ought reasonably to have known, of its occurrence and that the Force Majeure would be likely to have a material impact on the performance of its obligations under the Agreement.

### **E. Amendment to the Agreement**

Amendments to the Agreement may be made by mutual agreement by both the Parties. No variation in or modification in the terms of the Agreement shall be made except by written amendment Signed by both the parties. All alterations and changes in the Agreement will consider prevailing rules, regulations and laws applicable in the state of Gujarat.

### **F. Performance Guarantee**

- The Selected agency shall furnish Performance Guarantee as provided in the bid document to the TENDERER for an amount equal to INR 1500000/-.
- The performance guarantee will be in the form of bank guarantee for the amount of INR 1500000/- Rs. towards faithful performance of the contract obligation, and performance





of the equipment during Warranty period. In case of termination of contract, the TENDERER shall invoke the PBG.

- The Performance Guarantee shall be valid for a period of 180 days beyond Contract period and shall be denominated in Indian Rupees and shall be in the form of an unconditional Bank Guarantee issued by all Public-Sector Banks/private banks having branch in Gandhinagar\Ahmedabad in the format provided by the TENDERER to be submitted Within 15 calendar days from the date of final work order.
- The Performance Guarantee shall be discharged by the TENDERER and returned to the successful bidder within 30 calendar days from the date of expiry of the Performance Bank Guarantee.

## **G. Termination Clause**

### **a. Termination by the GIL:**

The GIL, reserves the right to suspend any of the services and/or terminate this agreement in the following circumstances by giving 30 days' notice in writing if: -

- The agency becomes the subject of bankruptcy, insolvency, and winding up, receivership proceedings;
- In case the agency finds illegal use of hardware, software tools, manpower etc. that are dedicated to the project;
- If SLAs are not maintained properly and not provide services as per SLAs then GIL has right to foreclose contract.
- Upon occurrence of an event of default as set out in Clause above, either party will deliver a default notice in writing to the other party which shall specify the event of default and give the other party an opportunity to correct the default.
- Upon expiry of notice period unless the party receiving the default notice remedied the default, the party giving the default notice may terminate the Agreement.
- During the notice period, both parties shall, save as otherwise provided therein, continue to perform their respective obligations under this Agreement and shall not, whether by act of omission or commission impede or otherwise interfere with party's endeavour to remedy the default which gave rise to the commencement of such notice period.
- The termination hereof shall not affect any accrued right or liability of either Party nor affect the operation of the provisions of the Contract that are expressly or by implication intended to come into or continue in force on or after such termination.
- In case of termination agency will be paid for the work/services already delivered till the date of termination after deduction of penalties, if any.

## **H. Period of Contract and Extension of Work**

- The Contract will be signed with the successful bidder initially for a period of 03 (Three) years. At the end of the contract duration, i.e., 03 (Three) years, performance of the selected bidder may be reviewed, and the contract may be extended on mutually agreement by one (01) year or more, as per the terms and conditions specified in bid documents. In addition, the Increment on the proposed man-month cost shall be up to 10% per year on previous year cost applicable from second (2nd) year onwards. The agency will be responsible for appraisal submission to GIL at the time of contract renewal.



## **I. SUPPORT FROM EXTERNAL AGENCY**

- Sub-letting/contracting of entire work or in part thereof is not permitted. The agency needs to complete all the defined activities as per scope of work on its own. No Data/ Information should be sent out of the premise without obtaining prior written confirmation from the GIL. The successful agency shall be allowed to obtain advisory support from within its organization towards legal or contractual vetting of drafts.

## **J. TAXES & DUTIES**

- Agency is liable for all taxes and duties etc. as may be applicable from time to time.

## **K. Roles & Responsibilities of Stakeholders**

### **➤ GIL**

- Providing all the required infrastructure (physical & IT)
- Monitoring & Supervision.
- Verification of the Status Report.

### **➤ Selected Agency**

- Carry out work assigned as per terms and conditions decided time to time.
- Upon verification, evaluation/assessment, if in case any information furnished by the agency is found to be false/incorrect, their total bid shall be summarily rejected and no correspondence on the same, shall be entertained.
- Engage qualified, skilled and good conduct personnel.
- The manpower required is to be engaged by the agency within at least 30 days issue of the work order or as specified in the work order
- Provide detailed reports of extension of these man-powers along with letter no, date etc. as and when required.
- Maintain a proper database of the all the employees. Records should contain each and every information related to employee such as PF, ESI, salary, leave, absentee etc. Details will be w.r.t. month-wise compliance against PF, ESI, salary etc. along with details of leave, absentee in the respective month and submit the copy of the same while providing bills.
- The agency shall submit its HR policy with the Tenderer after empanelment and the bidder shall be abided to follow the submitted HR policy on its engaged resources with the Tenderer.
- The agency is liable for damages on account of any violation by the employees engaged under the Information Technology Act and other prevalent laws of the country.
- Agency shall provide an undertaking for the implementation of Data Confidentiality and privacy of the projects undertaken;
- In case, the person employed by the agency commits any act of omission/commission that amounts to misconduct/indiscipline/incompetence, the agency will be liable to take appropriate disciplinary action against such persons, including their removal from the site of work / project and any other necessary action as required by GIL and provisions of the legal framework of the country.
- The selected agency shall first scrutinize the sponsored resource profile at their level first before submission of profiles to the Tenderer, as per the provided educational and technical requirement criteria.





- The agency shall replace immediately any of its personnel who is found unacceptable to this Department because of security risks, incompetence, conflict of interest, improper conduct etc. upon receiving a notice from GIL.
- Background verification: All the manpower engaged by the agency may be subjected to proper background verification check for Date of Birth, Educational Qualifications, Experience, and police verification of antecedents within 45 days of joining.

#### **L. Penalty for delay:**

- Delay For deployment:** No penalty- If the resource provided by the agency within 60 days. Rs. 1000/- per position per day for each day delay from stated timelines. The penalty may be exempted in case the agency managed to joining of new candidate within stipulated time.
- Penalty on default of notice period:** No penalty- If 60 days' notice period served by the resource. Penalty of 15 Days of monthly of respective resource shall be imposed if notice period served less than 60 days. Penalty may be exempted in case the agency managed to joining of new candidate with overlap period of 15 days for knowledge transition.
- Replacement of resources by the agency on formal submission of resignation by the resource in the company:** No penalty- On timely replacement. Rs. 2000/- per resource per day for each day delay from stated timelines.
- Default on non-submission of CV:** No Penalty: Submission of eligible CVs within 07 working days. Rs. 1000/- per position per day delay beyond timelines.
- The deployed resources shall not be engaged in any activity other than that assigned by GIL:** Penalty of Rs. 50,000 per resource may be imposed on breach of SLA. On consecutive breach of 03 times may lead to termination of the contract.
- Background verification of selected resource:** On occurrence of any issues because of background verification of the candidate, penalty of 15 days monthly salary of respective resource shall be imposed.
- Absence without prior approval from the TENDERER. (Absconding matters):** Penalty of Rs. 1000/- per resource per day shall be imposed post 01 week.
- Failure in joining of selected resource:** Rs. 5,000/- per resource per individual case.
- Penalty on account of delayed Salary:** Rs. 2,000/- per resource per individual case.
- Penalty on account of submission of CVs without prescreening:** No penalty: Upto pre-screening related lapses in 05 CVs against one position. Rs. 2000/- per case.
- Withdrawal of resource:** A penalty of Rs. 1 Lakhs per resource will be levied if a resource who has not resigned and is removed from the project by the agency without prior approval from GIL/Department.

#### **M. Labour Laws**

- The agency shall, and hereby agrees to, comply with all the provisions of Indian Labor Laws in respect of the manpower employed thereof.
  - The agency shall be solely responsible for the payment of wages to the deployed manpower and ensure its timely payment thereof.
  - The agency shall duly maintain a register giving particulars of the deployed manpower, nature of work, rate of wages, etc.
  - The agency shall also ensure compliance to the following labor legislations:
    - Minimum Wages Act \*
    - Employees Provident Fund Act \*
    - Employees State Insurance Act \*
    - Workmen's Compensation Act, if the ESI Act does not apply \*
- \*Applicable as per respective state



- The agency shall be solely responsible to adhere to all the rules and regulations relating to labor practices and service conditions of its workmen and at no time shall it be the responsibility of GIL.
- The agency shall indemnify GIL against any liability incurred on account of any default by the agency or manpower deployed by it.
- Neither the agency nor his workmen can be treated as employees of GIL for any purposes. They are not entitled for any claim, right, preference, etc. over any job/regular employment of GIL. The agency or its workmen shall not at any point of time have any claim whatsoever against GIL.
- If GIL recommends, an engaged resource must be replaced by the agency within a period defined as per SLA.

#### **N. Payment Terms:**

- The payments to the agency will be made on monthly basis on acceptance of the invoice by the GIL or its designated agency.
- The agency shall submit three original copies of invoices along with along with a certificate of satisfactory performance from reporting authority/in-charge. Invoice should be raised in English language only.
- An invoice will contain the items ordered under one Work order only. Bill / Invoice shall not be combined for more than one work order.
- The invoice would be processed for release of payment after due verification of the invoice and other supporting documents by the GIL or its designated agency.
- Payment shall be made in Indian Rupees. While making payment, necessary TDS, income tax and any other applicable tax, if any, shall be deducted.
- Agency's service charge on different categories of Technical Manpower would be 7.5% exclusive GST.

**You are requested to return the duplicate copy of this Work Order duly signed and stamped as a token of your acceptance. Draft contract, Bank guarantee format and non-disclosure agreement is also attached herewith.**

Thanking You,

Yours Faithfully,

**For, Gujarat Informatics Ltd;**

**Dy. Director Accounts**

*(Stamp: GUJARAT INFORMATICS LTD)*

*(Stamp: GUJARAT INFORMATICS LTD)*



## Annexure-A

### Manpower Requirement:

- The bidder shall ensure availability of resource, as and when required.
- Manpower will be provided at on-site by the bidder.
- Tenderer may hire manpower services from successful bidder for minimum one month.
- Following is the minimum manpower requirement:

1	Technical Team Leader- Java Technologies/ Spring Boot	
	Educational Requirement	<ul style="list-style-type: none"><li>- MCA OR</li><li>- BE / B.Tech. or Equivalent degree with specialization in Computers Science/ IT/ Electronics &amp; Communication) OR</li><li>- M.Sc./ M. Tech/ ME in Computer Science/IT OR</li><li>- Master's degree Physics / Mathematics / Statistics /Operations Research /Electronics with Post Graduate Diploma in Computer Science</li></ul>
	Technical Requirement	Will be informed after award of contract and while placing the resource requirement request by the TENDERER
	Desirable Requirement	
	Roles and Responsibility	
2	Technical Team Leader- Dot Net Technologies / PHP/ Other Open-Source Technologies	
	Educational Requirement	<ul style="list-style-type: none"><li>- MCA OR</li><li>- BE / B.Tech. or Equivalent degree with specialization in Computers Science/ IT/ Electronics &amp; Communication) OR</li><li>- M.Sc./ M. Tech/ ME in Computer Science/IT OR</li><li>- Master's degree Physics / Mathematics / Statistics /Operations Research /Electronics with Post Graduate Diploma in Computer Science</li></ul>
	Technical Requirement	Will be informed after award of contract and while placing the resource requirement request by the TENDERER
	Desirable Requirement	
	Roles and Responsibility	
3	Solution Architect- Java Technologies/ Spring Boot	
	Educational Requirement	<ul style="list-style-type: none"><li>- MCA OR</li><li>- BE / B.Tech. or Equivalent degree with specialization in Computers Science/ IT/ Electronics &amp; Communication) OR</li><li>- M.Sc./ M. Tech/ ME in Computer Science/IT OR</li><li>- Master's degree Physics / Mathematics / Statistics /Operations Research /Electronics with Post Graduate Diploma in Computer Science</li></ul>
	Technical Requirement	Will be informed after award of contract and while placing the resource requirement request by the TENDERER
	Desirable Requirement	
	Roles and Responsibility	
4	Solution Architect- Dot Net Technologies / PHP/ Other Open-Source Technologies	
	Educational Requirement	<ul style="list-style-type: none"><li>- MCA OR</li><li>- BE / B.Tech. or Equivalent degree with specialization in Computers Science/ IT/ Electronics &amp; Communication) OR</li></ul>

		<ul style="list-style-type: none"><li>- M.Sc./ M. Tech/ ME in Computer Science/IT OR</li><li>- Master's degree Physics / Mathematics / Statistics /Operations Research /Electronics with Post Graduate Diploma in Computer Science</li></ul>
	Technical Requirement	Will be informed after award of contract and while placing the resource requirement request by the TENDERER
	Desirable Requirement	
	Roles and Responsibility	
5	Software Developer – Java Technologies/ Spring Boot	
	Educational Requirement	<ul style="list-style-type: none"><li>- MCA OR</li><li>- BE / B.Tech. or Equivalent degree with specialization in Computers Science/ IT/ Electronics &amp; Communication) OR</li><li>- M.Sc./ M. Tech/ ME in Computer Science/IT OR</li><li>- Master's degree Physics / Mathematics / Statistics /Operations Research /Electronics with Post Graduate Diploma in Computer Science</li></ul>
	Technical Requirement	Will be informed after award of contract and while placing the resource requirement request by the TENDERER
	Desirable Requirement	
	Roles and Responsibility	
	6	Software Developer – Dot Net Technologies / PHP/ Other Open-Source Technologies
Educational Requirement		<ul style="list-style-type: none"><li>- MCA OR</li><li>- BE / B.Tech. or Equivalent degree with specialization in Computers Science/ IT/ Electronics &amp; Communication) OR</li><li>- M.Sc./ M. Tech/ ME in Computer Science/IT OR</li><li>- Master's degree Physics / Mathematics / Statistics /Operations Research /Electronics with Post Graduate Diploma in Computer Science</li></ul>
Technical Requirement		Will be informed after award of contract and while placing the resource requirement request by the TENDERER
Desirable Requirement		
Roles and Responsibility		
7		Full Stack Developer
	Educational Requirement	<ul style="list-style-type: none"><li>- MCA OR</li><li>- BE / B.Tech. or Equivalent degree with specialization in Computers Science/ IT/ Electronics &amp; Communication) OR</li><li>- M.Sc./ M. Tech/ ME in Computer Science/IT OR</li><li>- Master's degree Physics / Mathematics / Statistics /Operations Research /Electronics with Post Graduate Diploma in Computer Science</li></ul>
	Technical Requirement	Will be informed after award of contract and while placing the resource requirement request by the TENDERER
	Desirable Requirement	
	Roles and Responsibility	
	8	Developer User Interface/ UX/ Web Designer
Educational Requirement		<ul style="list-style-type: none"><li>- MCA OR</li><li>- BE / B.Tech. or Equivalent degree with specialization in Computers Science/ IT/ Electronics &amp; Communication) OR</li><li>- M.Sc./ M. Tech/ ME in Computer Science/IT OR</li><li>- Master's degree Physics / Mathematics / Statistics /Operations Research /Electronics with Post Graduate Diploma in Computer Science OR</li></ul>



		- BCA/ B. Sc (Computer/IT) Note: In case of candidate having BCA/ B. Sc (Computer/IT) degree, then post degree minimum 02 years of additional experience is required in addition to the 'Total Work Experience' mentioned against the manpower type in below table '4.1.2'.
	Technical Requirement	Will be informed after award of contract and while placing the resource requirement request by the TENDERER
	Desirable Requirement	
	Roles and Responsibility	
9	Mobile App Developer (Android/ Flutter/ IOS)	
	Educational Requirement	- MCA OR - BE / B.Tech. or Equivalent degree with specialization in Computers Science/ IT/ Electronics & Communication) OR - M.Sc./ M. Tech/ ME in Computer Science/IT OR - Master's degree Physics / Mathematics / Statistics /Operations Research /Electronics with Post Graduate Diploma in Computer Science
	Technical Requirement	Will be informed after award of contract and while placing the resource requirement request by the TENDERER
	Desirable Requirement	
	Roles and Responsibility	
10	Data base Administrator	
	Educational Requirement	- MCA OR - BE / B.Tech. or Equivalent degree with specialization in Computers Science/ IT/ Electronics & Communication) OR - M.Sc./ M. Tech/ ME in Computer Science/IT OR - Master's degree Physics / Mathematics / Statistics /Operations Research /Electronics with Post Graduate Diploma in Computer Science
	Technical Requirement	Will be informed after award of contract and while placing the resource requirement request by the TENDERER
	Desirable Requirement	
	Roles and Responsibility	
11	System Administrator	
	Educational Requirement	- MCA OR - BE / B.Tech. or Equivalent degree with specialization in Computers Science/ IT/ Electronics & Communication) OR - M.Sc./ M. Tech/ ME in Computer Science/IT OR - Master's degree Physics / Mathematics / Statistics /Operations Research /Electronics with Post Graduate Diploma in Computer Science OR - BCA/ B. Sc (Computer/IT) Note: In case of candidate having BCA/ B. Sc (Computer/IT) degree, then post degree minimum 02 years of additional experience is required in addition to the 'Total Work Experience' mentioned against the manpower type in below table '4.1.2'.
	Technical Requirement	Will be informed after award of contract and while placing the resource requirement request by the TENDERER
	Desirable Requirement	
	Roles and Responsibility	
	Cyber Security/ IT Security Expert/ Security Auditor	

12	Educational Requirement	<ul style="list-style-type: none"><li>- MCA OR</li><li>- BE / B.Tech. or Equivalent degree with specialization in Computers Science/ IT/ Electronics &amp; Communication) OR</li><li>- M.Sc./ M. Tech/ ME in Computer Science/IT OR</li><li>- Master's degree Physics / Mathematics / Statistics /Operations Research /Electronics with Post Graduate Diploma in Computer Science</li></ul>
	Technical Requirement	Will be informed after award of contract and while placing the resource requirement request by the TENDERER
	Desirable Requirement	
	Roles and Responsibility	
13	Quality Analyst cum Application Tester (Manual/Automation)	
	Educational Requirement	<ul style="list-style-type: none"><li>- MCA OR</li><li>- BE / B.Tech. or Equivalent degree with specialization in Computers Science/ IT/ Electronics &amp; Communication) OR</li><li>- M.Sc./ M. Tech/ ME in Computer Science/IT OR</li><li>- Master's degree Physics / Mathematics / Statistics /Operations Research /Electronics with Post Graduate Diploma in Computer Science</li></ul>
	Technical Requirement	Will be informed after award of contract and while placing the resource requirement request by the TENDERER
	Desirable Requirement	
	Roles and Responsibility	
14	Technical Support Engineer	
	Educational Requirement	<ul style="list-style-type: none"><li>- MCA OR</li><li>- BE / B.Tech. or Equivalent degree with specialization in Computers Science/ IT/ Electronics &amp; Communication) OR</li><li>- M.Sc./ M. Tech/ ME in Computer Science/IT OR</li><li>- Master's degree Physics / Mathematics / Statistics /Operations Research /Electronics with Post Graduate Diploma in Computer Science OR</li><li>- BCA/ B. Sc (Computer/IT)</li></ul>
	Technical Requirement	Will be informed after award of contract and while placing the resource requirement request by the TENDERER
	Desirable Requirement	
	Roles and Responsibility	
15	GIS Developer	
	Educational Requirement	<ul style="list-style-type: none"><li>- MCA OR</li><li>- BE / B.Tech. or Equivalent degree with specialization in Computers Science/ IT/ Electronics &amp; Communication) OR</li><li>- M.Sc./ M. Tech/ ME in Computer Science/IT OR</li><li>- Master's degree Physics / Mathematics / Statistics /Operations Research /Electronics with Post Graduate Diploma in Computer Science</li></ul>
	Technical Requirement	Will be informed after award of contract and while placing the resource requirement request by the TENDERER
	Desirable Requirement	
	Roles and Responsibility	
16	Data Analyst	
	Educational Requirement	<ul style="list-style-type: none"><li>- MCA OR</li></ul>



		<ul style="list-style-type: none"><li>- BE / B.Tech. or Equivalent degree with specialization in Computers Science/ IT/ Electronics &amp; Communication) OR</li><li>- M.Sc./ M. Tech/ ME in Computer Science/IT OR</li><li>- Master's degree Physics / Mathematics / Statistics /Operations Research /Electronics with Post Graduate Diploma in Computer Science</li></ul>
	Technical Requirement	Will be informed after award of contract and while placing the resource requirement request by the TENDERER
	Desirable Requirement	
	Roles and Responsibility	
17	Python Developer	
	Educational Requirement	<ul style="list-style-type: none"><li>- MCA OR</li><li>- BE / B.Tech. or Equivalent degree with specialization in Computers Science/ IT/ Electronics &amp; Communication) OR</li><li>- M.Sc./ M. Tech/ ME in Computer Science/IT OR</li><li>- Master's degree Physics / Mathematics / Statistics /Operations Research /Electronics with Post Graduate Diploma in Computer Science</li></ul>
	Technical Requirement	Will be informed after award of contract and while placing the resource requirement request by the TENDERER
	Desirable Requirement	
	Roles and Responsibility	
18	Cloud Architect	
	Educational Requirement	<ul style="list-style-type: none"><li>- MCA OR</li><li>- BE / B.Tech. or Equivalent degree with specialization in Computers Science/ IT/ Electronics &amp; Communication) OR</li><li>- M.Sc./ M. Tech/ ME in Computer Science/IT OR</li><li>- Master's degree Physics / Mathematics / Statistics /Operations Research /Electronics with Post Graduate Diploma in Computer Science</li></ul>
	Technical Requirement	Will be informed after award of contract and while placing the resource requirement request by the TENDERER
	Desirable Requirement	
	Roles and Responsibility	
19	DB Developer	
	Educational Requirement	<ul style="list-style-type: none"><li>- MCA OR</li><li>- BE / B.Tech. or Equivalent degree with specialization in Computers Science/ IT/ Electronics &amp; Communication) OR</li><li>- M.Sc./ M. Tech/ ME in Computer Science/IT OR</li><li>- Master's degree Physics / Mathematics / Statistics /Operations Research /Electronics with Post Graduate Diploma in Computer Science</li></ul>
	Technical Requirement	Will be informed after award of contract and while placing the resource requirement request by the TENDERER
	Desirable Requirement	
	Roles and Responsibility	
20	Blockchain Developer	
	Educational Requirement	<ul style="list-style-type: none"><li>- MCA OR</li><li>- BE / B.Tech. or Equivalent degree with specialization in Computers Science/ IT/ Electronics &amp; Communication) OR</li><li>- M.Sc./ M. Tech/ ME in Computer Science/IT OR</li></ul>

		- Master's degree Physics / Mathematics / Statistics /Operations Research /Electronics with Post Graduate Diploma in Computer Science
	Technical Requirement	Will be informed after award of contract and while placing the resource requirement request by the TENDERER
	Desirable Requirement	
	Roles and Responsibility	
21	<b>Business Analyst</b>	
	Educational Requirement	<ul style="list-style-type: none"><li>- MCA OR</li><li>- BE / B.Tech. or Equivalent degree with specialization in Computers Science/ IT/ Electronics &amp; Communication) OR</li><li>- M.Sc./ M. Tech/ ME in Computer Science/IT OR</li><li>- Master's degree Physics / Mathematics / Statistics /Operations Research /Electronics with Post Graduate Diploma in Computer Science</li></ul>
	Technical Requirement	Will be informed after award of contract and while placing the resource requirement request by the TENDERER
	Desirable Requirement	
	Roles and Responsibility	

### Manpower Type, Experience & Maximum Gross Monthly Cost to Company to be paid to Manpower (INR)

#	Manpower Type/ Total Work Experience (Minimum)	Relevant Experience (Minimum)	UoM	Qty.	Maximum Gross monthly Cost to Company to be paid to Manpower (INR)	Resource Level
A	B	C	D	E	F*	G
1	Technical Team Leader- Java Technologies/ Spring Boot					
	06 Years	02 Years	Man-Month	1	120000	L1
	08 Years	03 Years			160000	L2
2	Technical Team Leader- Dot Net Technologies / PHP/ Other Open-Source Technologies					
	06 Years	02 Years	Man-Month	1	110000	L1
	08 Years	03 Years			150000	L2
3	Solution Architect- Java Technologies/ Spring Boot					
	06 Years	02 Years	Man-Month	1	120000	L1
	08 Years	03 Years			160000	L2
	10 Years	05 Years			190000	L3
4	Solution Architect- Dot Net Technologies / PHP/ Other Open-Source Technologies					
	06 Years	02 Years	Man-Month	1	110000	L1
	08 Years	03 Years			150000	L2
	10 Years	05 Years			190000	L3
5	Software Developer – Java Technologies/ Spring Boot					
	0-02 Years	0-02 Years	Man-Month	1	50000	L1
	03 Years	02 Years			70000	L2

	05 Years	04 Years			100000	L3
	07 Years	06 Years			145000	L4
6	Software Developer – Dot Net Technologies / PHP/ Other Open-Source Technologies					
	0-02 Years	0-02 Years	Man-Month	1	45000	L1
	03 Years	02 Years			65000	L2
	05 Years	04 Years			95000	L3
	07 Years	06 Years			135000	L4
7	Full Stack Developer					
	05 Years	04 Years	Man-Month	1	115000	L1
8	Developer User Interface/ UX/ Web Designer					
	0-02 Years	0-02 Years	Man-Month	1	40000	L1
	03 Years	02 Years			50000	L2
	05 Years	04 Years			75000	L3
9	Mobile App Developer (Android/Flutter/ IOS)					
	0-02 Years	0-02 Years	Man-Month	1	55000	L1
	03 Years	02 Years			65000	L2
	05 Years	04 Years			110000	L3
10	Data base Administrator					
	06 Years	02 Years	Man-Month	1	120000	L1
	08 Years	03 Years			160000	L2
	10 Years	05 Years			190000	L3
11	System Administrator					
	0-02 Years	0-02 Years	Man-Month	1	40000	L1
	03 Years	02 Years			50000	L2
	05 Years	04 Years			75000	L3
12	Cyber Security Expert/ IT Security Expert/ Security Auditor					
	03 Years	02 Years	Man-Month	1	70000	L1
	05 Years	03 Years			100000	L2
	07 Years	05 Years			145000	L3
13	Quality Analyst cum Application Tester (Manual/ Automation)					
	0-02 Years	0-02 Years	Man-Month	1	40000	L1
	03 Years	02 Years			50000	L2
	05 Years	04 Years			75000	L3
14	Technical Support Engineer					
	0-02 Years	0-02 Years	Man-Month	1	25000	L1
	03 Years	02 Years			35000	L2
	05 Years	04 Years			45000	L3
15	GIS Developer					
	0-02 Years	0-02 Years	Man-Month	1	45000	L1
	03 Years	02 Years			55000	L2
	05 Years	04 Years			80000	L3
16	Data Analyst					
	0-02 Years	0-02 Years	Man-Month	1	50000	L1
	03 Years	02 Years			70000	L2
	05 Years	04 Years			100000	L3
17	Python Developer					
	0-02 Years	0-02 Years	Man-Month	1	50000	L1
	03 Years	02 Years			70000	L2
	05 Years	04 Years			100000	L3



	07 Years	06 Years			140000	L4
18	Cloud Architect					
	06 Years	02 Years	Man-Month	1	120000	L1
	08 Years	03 Years			160000	L2
	10 Years	05 Years			190000	L3
19	DB Developer					
	0-02 Years	0-02 Years	Man-Month	1	50000	L1
	03 Years	02 Years			70000	L2
	05 Years	04 Years			100000	L3
	07 Years	06 Years			140000	L4
20	Blockchain Developer					
	05 Years	03 Years	Man-Month	1	100000	L1
	07 Years	04 Years			140000	L2
21	Business Analyst					
	03 Years	02 Years	Man-Month	1	65000	L1
	05 Years	03 Years			80000	L2
	07 Years	05 Years			110000	L3