



enabling e- Governance  
(A Government of Gujarat Company)

તારીખ: 29.09.2020

વિષય :- જી.આઈ.એલ દ્વારા એમપોનલ કરવામાં આવેલ એજન્સીઓ દ્વારા ટેકનીકલ મેનપાવર મેળવવા બાબત

- સંદર્ભ :-
- 1) RFP P&A 2019-20/02 dated 06.01.2020
  - 2) GIL/Manpower Tender/777-1/1638484 dated 02.05.2020
  - 3) GIL/Manpower Tender/777-1/1638486 dated 12.05.2020
  - 4) SPC (IT) Committee approval held on 01.09.2020
  - 5) GIL/Manpower Tender/777-1/1663587 to 89 dated 29.09.2020

### પરિપત્ર

ગુજરાત ઇન્ફર્મેટીક્સ લીમિટેડ દ્વારા સંદર્ભ 2 થી 3 દ્વારા જી.આઈ.એલ અને સાયન્સ એન્ડ ટેકનોલોજી વિભાગ માટે ટેકનીકલ મેનપાવર પુરા પાડવા માટે કુલ ત્રણ એજન્સીને એમ્પોલમેન્ટ કરવામાં આવેલ છે. જેનો સમય ગાળો 02.05.2020 થી 30.04.2022 છે. સંદર્ભ 4 મુજબ સેક્રેટરી પરચેસ કમીટીમાં નિર્ણય લેવાયા મુજબ જી.આઈ.એલ દ્વારા જે ત્રણ એમ્પોલમેન્ટ એજન્સીઓને ટેકનીકલ મેનપાવર પુરો પાડવા માટે ઓર્ડર આપેલ છે તે હવેથી રાજ્ય સરકારના તમામ વિભાગ/કચેરીઓ/બોર્ડ/નિગમો/કંપનીઓ પોતાની જરૂરીયાત મુજબ મેનપાવર મેળવવા માટે આ ત્રણ એમ્પોલમેન્ટ એજન્સીઓનો ઉપયોગ જી.આઈ.એલના પરામર્શમાં રહીને કરી શકશે. આ બાબતે સંદર્ભ 5 થી એજન્સીઓને હુકમ કરીને જણાવેલ છે.

જરૂરીયાત મુજબનો ટેકનીકલ મેનપાવર મેળવવા માટે સરકારશ્રી ના તમામ વિભાગ/કચેરીઓ/બોર્ડ/નિગમો/કંપનીઓ નીચે મુજબની કાર્યવાહી કરવાની રહેશે અને જી.આઈ.એલ આ બાબતે જરૂરી કાર્યવાહી કરશે.

1) જે-તે કચેરી પોતાની જરૂરીયાત મુજબનો ટેકનીકલ મેનપાવર મેળવવા માટે સંદર્ભ 2ના એનેક્સર A&B માં દર્શાવ્યા મુજબની પોસ્ટ માટે જી.આઈ.એલને દરખાસ્ત કરવાની રહેશે. જેમાં જરૂરી મેનપાવર અંગેનો અનુભવ, લાયકાતો, વગેરે દર્શાવાની રહેશે. કોઈપણ કચેરી જી.આઈ.એલ દ્વારા એમ્પોલમેન્ટ કરવામાં આવેલ એજન્સીઓને સીધો ઓર્ડર આપી શકશે નહીં.

2) જી.આઈ.એલ આ બાબતે સંદર્ભ 2ના એનેક્સર B માં દર્શાવ્યા મુજબના CTC ઉપર 3% કન્સલટન્સી ચાર્જ છ મહિના માટે અથવા જ્યાં સુધી મેનપાવર કાર્યરત રહેશે ત્યાં સુધી બન્નેમાંથી જે વહેલું હોય ત્યાં સુધી કન્સલટન્સી ચાર્જ લેશે.

### GUJARAT INFORMATICS LIMITED

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

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3) ટેકનીક મેનપાવર મેળવનાર કચેરીએ મેનપાવરના CTC + 14% એજન્સીનો સર્વિસ ચાર્જ + જીએસટી+ 3% જી.આઈ.એલનો કન્સલટન્સી ચાર્જ (6 મહિના માટે) ભોગવાનો રહેશે.

4) મેનપાવર મેળવનાર કચેરીએ જી.આઈ.એલને છ મહિના માટે એડવાન્સ ચુકવણું (ઉપરોક્ત 4માં દર્શાવ્યા મુજબ) કરવાનું રહેશે અથવા જે તે કચેરીએ એજન્સીને ઈનવોઈસ મુજબનું સીધું ચુકવણું કરવાનું રહેશે તેમજ જી.આઈ.એલનો કન્સલટન્સી ચાર્જ જી.આઈ.એલને ચુકવાનો રહેશે.

5) આ અંગે કાંઈપણ પશ્ચાદ્દેશ તો જી.આઈ.એલનો સંપર્ક કરવાનો રહેશે. ઉપરોક્ત સંદર્ભની દર્શિત (2,3,અને 5) ઓર્ડરની કોપીઓ જી.આઈ.એલની વેબસાઈટ <https://gil.gujarat.gov.in> ઉપર ઉપલબ્ધ છે.

6) આપની તાબા હેઠળની તમામ કચેરીઓને આ અંગેની જાણ કરવા વિનંતી છે.



મેનેજીંગ ડિરેક્ટર 29/09/2020

ગુજરાત ઇન્ફર્મેટીક્સ લીમીટેડ

ગુજરાત રાજ્ય, ગાંધીનગર

બિડાણ :- સંદર્ભ 2,3, અને 5ની કોપીઓ.

પ્રતિ,

નં. વિભાગો

- 1 સામાન્ય વહીવટ વિભાગ
- 2 કૃષિ અને સહકાર વિભાગ
- 3 ક્લાયમેટ ચેન્જ ડિપાર્ટમેન્ટ
- 4 શિક્ષણ વિભાગ
- 5 ઉર્જા અને પેટ્રોકેમિકલ્સ વિભાગ
- 6 નાણા વિભાગ
- 7 અન્ન અને નાગરિક પુરવઠા વિભાગ
- 8 વન અને પર્યાવરણ વિભાગ
- 9 આરોગ્ય અને પરિવાર કલ્યાણ વિભાગ
- 10 ગૃહ વિભાગ

- 11 ઉદ્યોગ અને ખાણ વિભાગ
- 12 માહિતી અને પ્રસારણ વિભાગ
- 13 શ્રમ અને રોજગાર વિભાગ
- 14 કાયદા વિભાગ
- 15 વૈધાનિક અને સંસદિય બાબતોનો વિભાગ
- 16 નર્મદા જળ સંપત્તિ પાણી પુરવઠા અને કલ્પસર વિભાગ
- 17 પંચાયત ગ્રામ ગૃહ નિર્માણ અને ગ્રામ વિકાસ વિભાગ
- 18 બંદરો અને વાહન વ્યવહાર વિભાગ
- 19 મહેસૂલ વિભાગ
- 20 માર્ગ અને મકાન વિભાગ
- 21 વિજ્ઞાન અને પ્રૌદ્યોગિક વિભાગ
- 22 સામાજિક ન્યાય અને અધિકારીતા વિભાગ .
- 23 રમતગમત, યુવા અને સાંસ્કૃતિક પ્રવૃત્તિઓ વિભાગ
- 24 આદિજાતિ વિકાસ વિભાગ
- 25 શહેરી વિકાસ અને શહેરી ગૃહ વિભાગ
- 26 મહિલા અને બાળ વિકાસ વિભાગ
- 27 કૃષિ અને સહકાર વિભાગ
- 28 ક્લાયમેટ ચેન્જ ડિપાર્ટમેન્ટ



enabling e- Governance  
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GIL/Manpower Tender/777-1/1638484

02.05.2020

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 for providing Technical Manpower for Gujarat Informatics Limited /DST**

**Ref: Your tender submitted to GIL for RFP No.: P&A 2019-20/02 Dated: 06.01.2020**

Dear Sir,

With reference to tender submitted by you to GIL for providing "**Technical Manpower for Gujarat Informatics Limited/DST**" for outsourced Technical Manpower. We are pleased to inform you that subsequent to financial evaluation of the tender, the GIL has decided to empanel above agencies for providing Technical Manpower on contractual basis for the **period of 2 years i.e. from 02.05.2020 to 30.04.2022 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 will select the resources after scrutinizing resumes of the probable candidates. If the authority doesn't select team from panel, a new panel will have to be provided by the agency.
- 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 GIL 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 GIL along with panel must be given to choose the substitution from the panel else penalties and pro-rata deduction in the quarterly fees will be made.

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- The selected agency shall provide and deploy "dedicated on site manpower" for carrying out the work, only those manpower resources who are skilled and experienced in their respective trades and who are competent to execute or manage / supervise the work in a proper and timely manner as per the RFP.
- Manpower should be on the payroll of agency.
- GIL will make the necessary arrangements like sitting space, computer etc. for the manpower.
- 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.
- The Service Provider has to submit a report of payments made along with the date of payment and proof of receipt of payment made to the engaged man-power for each month to GIL along with the next invoice.
- GIL will not reimburse any amount over and above the quoted price in price bid. Further, agency is required to adhere to all the statutory requirements like Provident fund, Employees Insurance, performance reward or Bonus etc.
- The deployed manpower will directly report to Managing Director, Gujarat Informatics Limited and Secretary, Department of Science & Technology.
- 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.
- Working Hours/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 is this regard will be binding on agency.
- No Paternity Leave allowed. For maternity leave, the agency will share its HR policy with GIL and on submission of proof of actual maternity benefit given to the resource, the same will be reimbursed to agency without agency's Service Charge. Agency will have to provide replacement in such cases as per replacement clause and will be paid accordingly.
- Replacement/Cancellation of Engaged manpower: In case resource is found unsuitable during its engagement period, engagement of the resource could be cancelled with 15 days' notice period for knowledge transfer or replacement of the resource should be made available within a week. In case resource intends to avail long leave, then suitable replacement should be done immediately. Replacement should be done at the cost of agency.



- The hiring of technical manpower resources shall be on man month basis to carry out the IT related work such as consultancy, in-house software/application development, networking etc. work or any other task/work/responsibilities given by GIL as per the requirement during the contract tenure.
- 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 the 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.
- This rate contract is only for Department of Science & Technology Department. Further, if any Department/Board/Corporation of Govt. of Gujarat placing the work order based on the price discovered under this RFP, then in that GIL/DST will not be responsible any manner.

#### **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 agency 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 man power availability.
- The agency is responsible to maintain documentation on the progress of the work and will have to update the same on regular basis. Agency will have to submit the progress reports regularly, as per the guidelines issued by GIL 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. Agency 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:**

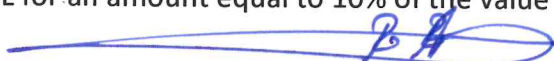
- The Affected Party shall notify to the other Party in writing of the occurrence of the Force Majeure as soon as reasonably practicable, and in any event within 05 (five) days after the Affected Party came to know or ought reasonably to have known, of its occurrence and that the Force Majeure would 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**

- Initially the agency will have to submit performance bank guarantee of Rs. 10 Lacs within 15 days from the date of empanelment. The performance guarantee will be valid for contract period of 2 years. If, during the contract tenure above PBG of Rs. 10L become lower than the 10% of the ordered issued in this RC than agency will have to submit additional PBG to maintain the 10% PBG limit. The Selected agency shall furnish Performance Guarantee as provided in the bid document to the GIL for an amount equal to 10% of the value of Order.



- In case of termination of contract, the GIL 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 GIL to be submitted Within 15 calendar days from the date of final work order.
- The Performance Guarantee shall be discharged by the GIL and returned to the successful agency 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.

### **B. Termination by selected agency:**

- The agency reserves the right to suspend any of the Services and/or terminate the Agreement at any time with 60 days' notice if the payment to the selected is due for more than 2 (two) consecutive quarters.
- 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. Extension of Work**

- At the end of the contract duration, i.e., 02 (Two) years, performance of the selected agency may be reviewed and, the contract may be extended up to 02 (Two) Years.

## **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 draft.





## 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.
- 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 bidder 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 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, and Experience and police verification of antecedents.

## L. Penalty for delay

- Delay For deployment:** Any delay in deployment of manpower in stipulated time period as mentioned in Work Order or any unjustified and unacceptable delay in the deliverables beyond the time indicated in the order delivery will invite penalty at the rate of 1% of the man month cost of delayed period up to maximum of 10%. The maximum delay is limited to 10 days. If the



delay period is more than 10 days, GIL will have the option to cancel the order without any compensation to the agency.

- b) **For replacement:** Replacement of resources shall generally not be allowed. The replacement of resource by agency will be allowed (with penalty) only in case, the resource leaves the organization by submitting resignation (with advance notice of 30 days to GIL) with the present employer. In case of failure to meet the standards of the GIL, (which includes efficiency, cooperation, discipline and performance) agency may be asked to replace the resource without any penalty for replacement/exit. The replaced resource will be accepted by the GIL only if he is found suitable to the satisfaction of the GIL. The outgoing resource should complete the knowledge transfer as per the satisfaction of the GIL. The agency shall provide the replacement within 30 calendar days from the date of resignation. After expiry of permissible 30 calendar days for replacement, a penalty of Rs. 1500 per working day per resource will also be imposed till suitable replacement is provided by the agency. However, GIL is free to relieve any resource at any time (beyond minimum committed period) during contract period without any penalty by serving 30 days advance notice. The maximum penalty period is limited to 30 days. If such non-compliance happens twice in six months, GIL will have the option to terminate the empanelment of agency.
- c) **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.

#### **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 of 15 working days.



**N. Payment Terms**

- The payments to the agency will be made quarterly 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 (mentioned at Annexure-A) would be 14%.

**You are requested to return the duplicate copy of this Work Order duly signed and stamped as a token of your acceptance. Draft contract is also attached herewith as Annexure-B.**

Thanking You,

Yours Faithfully,

**For, Gujarat Informatics Ltd;**

  
**G.M. (Services) & Dy. Director**



## Annexure A

### A. Solution Architect:

- MCA / (BE / B.Tech. with specialization in Computers/ Electronics & Communication) or equivalent OR M.Sc. in Computer Science/IT OR Master's degree Physics / Mathematics / Statistics /Operations Research /Electronics with either Post Graduate Diploma in Computer Science
- Experience in OOAD, Java/JEE, Concurrent programming, Distributed computing, Client –Server / Multi-tier architecture, Web-Technologies with hands-on experience with tools and related frameworks.
- Candidate should have minimum 7 years of post-qualification experience.
- Ability to understand the general technological functions and problems.
- Ability to gather the business requirements of the users and be able to prepare the requirement document
- Ability to lay out and implement the system architecture of the overall solution of the project.
- Convert the approved architecture into details design document.

### B. Senior Developer:

- MCA / (BE / B.Tech with specialization in computers/ Electronics & Communication) or equivalent OR M.Sc. in Computer Science/IT
- Software maintenance of the existing applications and developing new applications.
- Guidance to programmer on project operations and software development.
- Maintaining user defined time schedules of software development.
- Preparation of system and operations manuals for the application software.
- Preparation of training manuals and scheduling user's training.
- Act as a system administrator by allocating/removing redundant user-id and passwords.
- Ensuring strict compliance to the back-up schedules.
- Day to day coordination with the user for software maintenance.
- Responsibility for meeting the timelines.
- (B-1) .Net Technologies
  - Experience as a developer in .NET Framework and Database designing
  - Experience in .net 3.5 and higher/Silverlight, MVC Architecture, JavaScript/JQuery/Angular JS, XML and SQL Server / MySQL / Oracle / PostgreSQL database and Web Service/APIs/Rest APIs, etc.
- (B-2) Java Technologies
  - Experience as a developer in JAVA, J2EE, JSOP/Servlets as per post requirement.
  - Experience in MVC Architecture, JSP, strut2 framework, Hibernate, Spring MVC and knowledge of MySQL / PostgreSQL / Oracle database. Knowledge of JavaScript/JQuery, XML, web service is preferable, etc.
- (B-3) PHP/Other Open Source Technologies
  - Experience as a developer in PHP/PHP framework as per posted requirement.
  - Experience in MVC, CMS like WordPress, Joomla, Magento, drupal (Plugin /theme development / API) and knowledge of MySQL / PostgreSQL / Oracle database. Knowledge of JavaScript/JQuery, XML, web service/API is preferable, etc.
- (B-4) Mobile App Developer

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- Experience as a developer in Mobile App Development (Android/IOS/Windows as per the requirement)
- Knowledge of Cross-platform Development, UX/UI Design, modern programming languages like PHP, Java, HTML5 and C#, as well as the likes of Adobe Flash Lite, Python
- Expertise in Android/ios/Windows Mobile App programming as per the requirement, etc.

**C. Developer:**

- MCA / (BE / B.Tech with specialization in computers/ Electronics & Communication) or equivalent OR M.Sc. in Computer Science/IT
- Independently handling the software project operations on the client machines.
- Front-end application software development.
- Update the front-end software using the patches supplied by the project in charge.
- Scheduled report generation.
- Supervision of Input/output to the projects being handled.
- Coordination with maintenance agencies and providing first line of maintenance.
- Net browsing to address subject specific queries of the users.
- Project training and computer basics training to user officials.
- **(C-1) .Net Technologies**
  - Experience as a developer in .NET Framework and Database designing
  - Experience in .net 3.5 and higher/Silverlight, MVC Architecture, JavaScript/JQuery/Angular JS, XML and SQL Server / MySQL / Oracle /PostgreSQL database and Web Service/APIs/Rest APIs, etc.,
- **(C-2) Java Technologies**
  - Experience as a developer in JAVA, J2EE, JSOP/Servlets as per post requirement.
  - Experience in MVC Architecture, JSP, strut2 framework, Hibernate, Spring MVC and knowledge of MySQL / PostgreSQL / Oracle database. Knowledge of JavaScript/JQuery, XML, web service is preferable, etc.
- **(C-3) PHP/Other Open Source Technologies**
  - Experience as a developer in PHP/PHP framework as per posted requirement.
  - Experience in MVC, CMS like WordPress, Joomla, Magento, drupal (Plugin / theme development / API) and knowledge of MySQL / PostgreSQL / Oracle database. Knowledge of JavaScript/JQuery, XML, web service/API is preferable, etc.
- **(C-4) Mobile App Developer**
  - Experience as a developer in Mobile App Development (Android/IOS/Windows as per the requirement)
  - Knowledge of Cross-platform Development, UX/UI Design, modern programming languages like PHP, Java, HTML5 and C#, as well as the likes of Adobe Flash Lite, Python. Expertise in Android/ios/Windows Mobile App programming as per the requirement, etc.

**D. Database Administrator:**

- Bachelor's degree or higher qualification in any discipline from a recognized Indian University. However, preference will be given to those who possess degree of BE/B-Tech.
- Must be Certified Database Administrator having working experience of Database Administrator on MS SQL Server/Oracle/MySQL/PostgreSQL and related tools.



- Candidates should also have general understanding of storage technologies, memory management, NAS/SAN, Networking
- The DBA should have experience of handling following activities:
  - o backup of storage as per the policies of Govt.
  - o Execution of on-demand backups of volumes and files whenever required
  - o Real-time monitoring, log maintenance and reporting of backup status
  - o Problem resolution in case of failures in the backup processes
  - o Media management tasks- tagging, cross-referencing, storing, logging, testing, and vaulting in fire proof cabinets
  - o File and volume restoration
  - o Coordination with maintenance agencies to handle situations like network choking, network viruses, hard disk crashes etc.

**E. Web Designer:**

- Any Graduate/MCA with knowledge of web technologies and website management.
- Working knowledge of HTML5, CSS, Flash, Dreamweaver, Photoshop, Java Script, JQuery, AJAX. Must have experience in latest UI design concepts e.g. responsive, adaptive etc. and web standards.
- Writing web content for websites /portals
- Regular updation/content management of the website as and when received from the system administrator.
- Creating provisions for adding new web pages / new links for displaying the required information.
- Creation and regular updation of the news items and links as and when received from the system administrator.
- Designing of the user interfaces.
- Monitoring of the broken links and load on the website.

**F. Security Expert:**

- BE/ B.Tech with specialization in Computers/ Electronics & Communications or equivalent/ MCA.
- Experience in Hardware, Network & Security devices, and different Operating System, Cyber Laws. Exposure to BS15000 process /ISO 27001/ BS 7799/ISO 20000/ ITIL or ITIL certified.
- Knowledge/certification of CCNSE/CCNSP/CISA/CISSP or equivalent.
- Monitoring, Management and troubleshooting related to hardware/network/cyber-attack etc. And any other assigned tasks.

**G. System Administrator:**

- B Tech/ B.E. / MCA (preferably in Computer Science)/ MSc in IT/Computer Science
- Experience in Hardware, Network & Security devices, and different Operating System, Server Administrator. Certification like MCSA/MCSE/RCHA/RCHE will be preferable
- Advising related to hardware, Monitoring and resolving hardware related issues.
- Server Administration, Backup and restore management, Security Management, Cloud Management etc. And any other assigned tasks

**H. Quality Analyst cum Software Tester:**

- B Tech/ B.E. / MCA (preferably in Computer Science)/ MSc in IT/Computer Science





- Experience in Quality Analysis and SQL testing of Web and Mobile applications. Ability to perform various software testing like functional testing, integration testing, stress testing etc. before release of a software product. Knowledge of testing tools like Selenium and QC. Preference will be given to candidates having CSTE/CSTP/CTM/QTP Certification
- Software testing and collaborating with the development team in fixing bugs found during testing and execution of other duties assigned time to time.
- Ensure quality of software product before final release. Participate in the security audit of the software. And any other assigned tasks

**I. GIS Developer:**

- B Tech/ B.E. / MCA (preferably in Computer Science)/ MSc in IT/Computer Science
- Experience in Development of tools & functionalities in ESRI JavaScript API or OpenGIS tools OpenLayers/ Geoserver/ Python/ArcGI, API for JavaScript/ArcGIS Server/Portal for ArcGIS, etc.
- Database: Microsoft SQL Server/PostgresSQL, etc.
- Develop, test, debug and maintain an array of custom web-based GIS applications, tools and supporting web services using standard software life cycle processes
- Support the infrastructure by maintaining and developing new capabilities in Microsoft .Net.
- Develop software in an agile development process by working with stakeholders to refine developed products.
- Perform web and mobile application development using JavaScript, HTML5, CSS, AJAX for the Esri ArcGIS platform
- Provide support, troubleshooting, modifications, enhancements and maintenance for existing GIS applications, scripts, tools and web services.
- Create and maintain system related documentation.

**J. Support Engineer:**

- Diploma in Computers or equivalent or higher.
- Knowledge of MS - Office
- To attend the calls related to issues as per the provided FAQ (specified document) and reply the solution of the same.
- Forward the same to the respective sections in case of major issues and any other queries.
- Create and maintain relevant documentation.

**K. Application Profiler:**

- MCA / (BE / B.Tech. with specialization in Computers/ Electronics & Communication) or equivalent OR M.Sc. in Computer Science/IT
- Experience in Application Profiling and Code optimization of large scale projects
- Using profiling tools to look for potential bottlenecks
- Sample, events & instrumentation based profiling
- performance and memory profiling
- system testing & load testing



**L. AI/ Big Data Expert:**

- MCA / (BE / B.Tech. with specialization in Computers/ Electronics & Communication) or equivalent OR M.Sc. in Computer Science/IT
- Should have industry experience in the field of AI/ Big Data
- Should have demonstrated adequate experience in AI, Big Data

**M. Business Analyst:**

- MCA / (BE / B.Tech with specialization in computers/ Electronics & Communication) or equivalent OR M.Sc. in Computer Science/IT
- Experience in understanding the user requirement and making Functional requirement Document (FRS), software requirements specification (SRS) and user stories etc.
- Experience in making wireframes of system envisages as per requirement





**Annexure - B**

S/No.	Manpower Type	UoM	Qty.	Gross monthly Cost to Company to be paid to Manpower
A	B	C	D	E
<b>1. Solution Architect</b>				
1.1.	Min. 7 years of Experience	Man-month	1	60,000
1.2.	Min. 5 years of Experience	Man-month	1	45,000
<b>2. Senior Developer</b>				
<b>2.1. .Net Technology</b>				
2.1.1.	Min 7 years of Experience	Man-month	1	60,000
<b>2.2. Java Technologies</b>				
2.2.1.	Min 7 years of Experience	Man-month	1	60,000
<b>2.3. PHP/Open Source Technologies</b>				
2.3.1.	Min 7 years of Experience	Man-month	1	60,000
<b>3. Developer</b>				
<b>3.1. .Net Technology</b>				
3.1.1.	Min 2 years' Experience	Man-month	1	35,000
3.1.2.	Min 5 years' Experience .	Man-month	1	45,000
<b>3.2. Java Technologies</b>				
3.2.1.	Min. 2 years' Experience	Man-month	1	35,000
3.2.2.	Min. 5 years' Experience	Man-month	1	50,000
<b>3.3. PHP/Other Open Source Technologies</b>				
3.3.1	Min 2 years' Experience	Man-month	1	35,000
3.3.2	Min 5 years' Experience	Man-month	1	45,000
<b>3.4. Mobile App Developer</b>				
3.4.1.	Min 2 years' Experience	Man-month	1	30,000
3.4.2.	Min 5 years' Experience	Man-month	1	45,000
<b>4. Database Administrator</b>				
4.1.	Min 2 years' Experience	Man-month	1	40,000
4.2.	Min. 5 years' Experience	Man-month	1	55,000
<b>5. Web Designer</b>				
5.1.	Min. 2 years' Experience	Man-month	1	25,000
5.2.	Min. 5 years' Experience	Man-month	1	40,000
<b>6. Security Expert</b>				
6.1.	Min. 5 years' Experience	Man-month	1	45,000
6.2.	Min. 7 years' Experience	Man-month	1	60,000
<b>7. System Administrator</b>				
7.1.	Min. 2 years' Experience	Man-month	1	25,000
7.2.	Min. 5 years' Experience	Man-month	1	40,000

2.7

8. Quality Analyst cum Software tester				
8.1.	Min. 2 years' Experience	Man-month	1	25,000
8.2.	Min 5 years' Experience	Man-month	1	45,000
9. GIS Developer				
9.1.	Min. 2 years' Experience	Man-month	1	30,000
10. Support Engineer				
10.1.	Min. 1 year of Experience	Man-month	1	15,000
11. AI/ Big Data Expert				
11.1.	Min. 5 years of Experience	Man-month	1	70,000
12. Business Analyst				
12.1	Min 2 years' Experience	Man-month	1	35,000
12.2	Min 5 years' Experience	Man-month	1	60,000
Agency Service Charges (in percentage):				<u>14%</u>

- Above mentioned quantities are indicative and for price bid evaluation only. Actual quantities will as per the requirement of AGENCY during the contract tenure.
- Above charges should be exclusive of GST. GST will be paid as per actuals.
- Bidder will be paid = (Man month Charges as per Column E + Agency Service Charges + GST @ Actuals).
- Bidder will **mandatorily pay the prescribed Man Month Charges as per Column E to the hired employee** on timely manner without depending on the AGENCY's bill processing & release of payment. **Further, during the contract tenure, it is found that bidder is not adhering these mandatory conditions, then in that case Agency will terminate the contract and forfeit the PBG.**
- Bidder will have to provide all the categories asked in the RFP.
- Agency would revise the man month rates i.e. listed in column E of above for each of resource by 7% every year (From the date of deployment of deputed resources).
- Payment will be made on quarterly basis.







enabling e- Governance  
(A Government of Gujarat Company)  
12.05.2020

GIL/Manpower Tender/777-1/ 1638486.

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: "Corrigendum Empanelment for providing Technical Manpower for Gujarat Informatics Limited /DST"**

**Ref: Our previous order no. GIL/Manpower Tender/777-1 dated 12.05.2020**

1. **Performance Guarantee as per previous order-** Initially the agency will have to submit performance bank guarantee of Rs.10Lacs within 15 days from the date of empanelment. The performance guarantee will be valid for contract period of 2 years. If, during the contract tenure above PBG of Rs. 10L become lower than the 10% of the ordered issued in this RC than bidder will have to submit additional PBG to maintain the 10% PBG limit. "The Selected agency shall furnish Performance Guarantee as provided in the bid document to the GIL for an amount equal to 10% of the value of Order."

**Kindly omit following in above clause:**

**"The Selected agency shall furnish Performance Guarantee as provided in the bid document to the GIL for an amount equal to 10% of the value of Order."**

2. **Labour Laws:-As per previous order** If GIL recommends, an engaged resource must be replaced by the agency within a period of 15 working days.

**Read as per following**

If GIL recommends, an engaged resource must be replaced by the agency within a period of 30 working days.

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**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)

**3. Penalty of delay: Kindly read as per following**

Any delay in deployment of manpower in stipulated time period as mentioned in Work Order or any unjustified and unacceptable delay in the deliverables beyond the time indicated in the order delivery will invite penalty at the rate of 1% of the man month cost of delayed period up to maximum of 10%. The maximum delay is limited to 10 days. **If the delay period is more than 10 days, tenderer will have the option to cancel the order without any compensation to the agency.**

**Note: Rest of the terms and conditions will remain same as per our previous order dated 02/05/2020**

Thanking You,

Yours Faithfully,

**For, Gujarat Informatics Ltd;**

  
**G.M. (Services) & Dy. Director**



o/c



(A Government of Gujarat Company)

GIL/Manpower Tender/777-1/ 1663587 to 89

29.09.2020

To,

1663587

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 Ltd — 88

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

1663589

3. M/s Xtranet Technology Pvt Ltd

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

**Subject:** amendment in order of Empanelment for providing Technical Manpower for Gujarat Informatics Limited /DST

**Ref-** 1) GIL/Manpower Tender/777-1/1638484 dated 02.05.2020

2) GIL/Manpower Tender/777-1/1638486 dated 12.05.2020

3) IT Committee approval held on 15.07.2020

4)SPC (IT) Committee approval held on 01.09.200

#### **Amendment order**

With reference to above title subject, we are amending the previous work order dated 02.05.2020 and 12.05.2020. Earlier we had issued work order to three empanelment agencies to provide technical manpower to GIL and DST.

Now we have expanded tender scope to Provide Technical Manpower from DST/GIL to all Govt. of Gujarat Departments and its subordinate offices under tender for selection of agencies to empanelment to agencies to provide Technical Manpower for Gujarat Informatics Limited (Tender No. P&A 2019-20/02).

#### **Now we amend as mentioned below.**

"The rate contract can be used by all Government Departments and its subordinate offices like board corporations, company, etc. for technical manpower. If required technical manpower by government offices, department and company, they will propose to GIL, and GIL will recruit as per

#### **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

requirement of respective offices. Other GOG Offices will not place work order to direct empanelment agencies. And agencies will not accept direct order for technical manpower from other GOG Departments/offices. GIL will process for the recruitment on behalf of GOG Departments/Offices.

**A. Payment Terms has been revised as below**

- ☐ The payments to the agency will be made monthly (instead of quarterly) on acceptance of the invoice by the GIL or its designated agency.
- ☐ The invoices will be raised in name of GIL or concern GOG Departments/Offices. We may inform regarding the same to agency after completions of recruitment process of Technical manpower.

**Rest of the terms and conditions will be remained same as mentioned reference 1 and 2.**

Thanking You,

Yours Faithfully,

**For, Gujarat Informatics Ltd;**

  
**G.M. (Services) & Dy. Director**