



एफ.सी.आर.आई.

FLUID CONTROL RESEARCH INSTITUTE

KANJIKODE WEST, PALAKKAD – 678 623, KERALA, INDIA

(Under Ministry of Heavy Industries, Govt. of India)

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Web: <http://www.fcriindia.com>

NOTICE INVITING TENDER

NO. PUR/FCRI/W-2525113/2026-27

Dated June 4, 2026

फ्लुइड कंट्रोल रिसर्च इंस्टीट्यूट (एफसीआरआई), कंजिकोड पश्चिम, पालक्काड, के निदेशक द्वारा "एफसीआरआई, पालक्काड में अस्थायी श्रमशक्ति की आपूर्ति" के संविदा कार्य के लिए उन उम्मीदवारों से प्रतिस्पर्धी निविदाएं आमंत्रित की जाती हैं जिन्होंने केंद्रीय/राज्य स्वायत्त संगठनों/प्रतिष्ठित केंद्रीय/राज्य सार्वजनिक क्षेत्र के उपक्रमों, सीएसआईआर प्रयोगशालाओं, केंद्रीय या राज्य सरकार के विभागों या उद्योगों के लिए इसी प्रकार की संविदा सेवाएं प्रदान की हों।

Competitive Tenders are invited by the Director, Fluid Control Research Institute (FCRI), Kanjikode West, Palakkad for the contract work "**Supply of Casual Manpower at FCRI, Palakkad**" from those who have executed similar contract services for Central / State Autonomous Organizations / reputed Central / State PSUs, CSIR laboratories, Central or State Govt. Departments or Industries.

निविदा में भागीदारी केवल GeM पोर्टल के माध्यम से ही होगी।

Participation on Tender through GeM Portal only.

जीईएम बोली संख्या: जीईएम/2026/बी/7623675

GeM Bid No: GEM/2026/B/7623675

ईएमडी / EMD : Rs.2,25,372/-

निविदा प्रपत्र GeM पोर्टल / FCRI वेबसाइट www.fcriindia.com/tenders से प्राप्त

किया जा सकता है। निविदा जमा करने की अंतिम तिथि: 30 जून 2026।

The Tender Form can be obtained from GeM Portal / FCRI Website www.fcriindia.com/tenders. Last date of receipt of Tender: 30th June 2026.

हस्ताक्षर/- निदेशक / Sd/- DIRECTOR



Fluid Control Research Institute, Kanjikode West, Palakkad

Tender Document - Supply of Casual Manpower at FCRI, Palakkad



FLUID CONTROL RESEARCH INSTITUTE

UNDER MINISTRY OF HEAVY INDUSTRIES, GOVT. OF INDIA
KANJIKODE WEST, PALAKKAD – 678 623
KERALA

**TENDER DOCUMENT
FOR
Contract for “Supply of Casual Manpower at FCRI,
Palakkad”**

TENDER NOTICE No. PUR/FCRI/P&A/W-25113/2025-26
(Rev.03)

Participation through GeM

GeM Bid No: GEM/2026/B/7623675



Fluid Control Research Institute, Kanjikode West, Palakkad

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FLUID CONTROL RESEARCH INSTITUTE

UNDER MINISTRY OF HEAVY INDUSTRIES, GOVT. OF INDIA
KANJIKODE WEST, PALAKKAD – 678 623
KERALA

-
- | | |
|------------------------------------|---|
| 1. DOC. NO. ISSUED | PUR/FCRI/P&A/W-25113/2025-26 (Rev.03) |
| 2. NAME OF THE WORK | Contract for “Supply of Casual Manpower at FCRI, Palakkad” |
| 3. DOCUMENT ISSUED TO | M/s. |
| 4. OFFICER ISSUING THE PQ DOCUMENT | HEAD – LOGISTICS
FLUID CONTROL RESEARCH INSTITUTE
KANJIKODE WEST, PALAKKAD – 678623 |

Signature :

Name : K Suresh

Designation : CRE

Date

Signature of the Tenderer

Name & Address of the Tenderer with Office Seal



Fluid Control Research Institute, Kanjikode West, Palakkad

Tender Document - Supply of Casual Manpower at FCRI, Palakkad

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FLUID CONTROL RESEARCH INSTITUTE
UNDER MINISTRY OF HEAVY INDUSTRIES, GOVT. OF INDIA
Kanjikode West, Palakkad – 678 623

NOTICE INVITING TENDER

14/05/2026

Competitive Tenders are invited by the Director, Fluid Control Research Institute (FCRI), Kanjikode West, Palakkad for the contract work “**Supply of Casual Manpower at FCRI, Palakkad**” from those who have executed similar contract services for Central / State Autonomous Organizations / reputed Central / State PSUs, CSIR laboratories, Central or State Govt. Departments or Industries.

The Contractor shall have a Registered Office or Branch Office at Palakkad District, Kerala during the operation of the Contract.

Estimated contract value for 12 months is estimated to be about ₹ **1,12,68,592.00 (excluding GST)**.

The Tender shall be submitted through GeM Portal (Custom Bid).

The Tender should be submitted through GeM Portal (Custom Bid). The EMD of ₹ **2,25,372.00** should be remitted by NEFT / RTGS and receipt for the same should be attached along with the tender during submission in GeM Portal.

Schedule of submission of Bids:

Schedule	Due date and time
Submission of Tender	As per the GeM Bid document

Director, FCRI reserves the right to accept or reject any or all the tenders without assigning any reason whatsoever and his decision shall be final and binding.

Director



Fluid Control Research Institute, Kanjikode West, Palakkad

Tender Document - Supply of Casual Manpower at FCRI, Palakkad

TERMS AND CONDITIONS FOR THE AWARD OF CONTRACT WORK

“SUPPLY OF CASUAL MANPOWER AT F CRI, PALAKKAD”

1. The prospective tenderers may satisfy themselves about the requirements by visiting the FCRI, Kanjikode on any working day between 10.00 A.M. and 3.00 P.M. before submitting their tenders. The number of persons required under this contract is approximately **35 to 40**. But number may vary depending on the requirements for the engagements on intermittent basis.
2. The tenders should be submitted [as per the Tender Document (Non-transferable) as given in format in price bid & technical bid.]
3. The tenderer shall enclose copies of certificates of experience, Integrity Pact Declaration in the enclosed format, registration certificates with respect to EPF, ESI, GST, PAN, Labour License and Registered *Office or Branch Office Address & contact representative address and mobile number* and other statutory approvals. Tenders without the above documents will not be considered for evaluation.
4. Estimated contract value for 12 months works out to approximately ₹ **1,12,68,592.00**.
5. Tenders without EMD and incomplete tenders are liable to be rejected.
6. Before the award of work, if any tenderer by giving in writing withdraws his bid within the validity period (**validity period is 90 days**) or makes any modification in the terms and conditions of the bid which are not applicable to the FCRI, then the FCRI, shall, without prejudice to any other right or remedy, be at liberty to not consider the tender.
7. If any relative of the tenderer is an employee of FCRI, the name, designation and relationship of such employees shall be intimated to the Director, FCRI in writing while submitting the tender.
8. The tender submitted shall remain valid for **90 days** from the date of opening for the purpose of acceptance and award of work. Validity beyond 90 days from the date of opening shall be by mutual consent.
9. Last date of receipt of tenders will be: **As per the GeM Bid Document**.
10. **Before signing the agreement, an Advance Bank Guarantee for the amount equal to one month's net wage of the proposed Manpower plus applicable GST, valid for 1 year to be submitted by the successful Contractor to ensure smooth functioning till**



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completion of the Contract. The Advance Bank Guarantee is to be provided in Indian Rupees, in FCRI format from a Public Sector Bank. The value equivalent to ONE MONTH wages may be taken as **Rs. 11,08,078.00 including GST (ie. **Rs. 9,39,049.33 + GST @18%**) for the purpose of Advance Bank Guarantee based on (1) in the Table provided in Price Bid.**

11. The contract is initially for a trial period of THREE MONTHS, which will be extended for further period of NINE MONTHS by a review after three months, subject to satisfactory performance of the work, under the same terms and conditions. The Contractor shall execute an agreement on a non-judicial stamp paper worth ₹ 500/- before taking up the contract agreeing to abide by all the terms and conditions mentioned therein (Agreement format enclosed). The Institute has the right, if found acceptable, to extend the contract for a further period of another 24 months at the same terms & conditions.

12. The Contractor shall ensure that the supplied manpower are punctual, disciplined and vigilant in performance of their duty. The Contractor shall engage medically and physically fit persons. The Contractor shall be duty bound to submit Medical Fitness Certificate and Police Verification Certificate for all engaged employees at the time of commencement of the service. Contractor shall provide attested copies of Govt. approved Photo-ID Cards, Qualification, etc. when engaging manpower to FCRI.

13. The Contractor shall provide substitute manpower for absence of his / her every employee for a period exceeding 2 days whether on medical grounds or for any other reason. Contractor shall ensure his / her employees are always available on the days of needs.

14. The Contractor shall communicate the names, parentage, residential address, age etc., of the persons deployed at each point of time. Copies of Govt. photo ID shall be submitted at the commencement.

15. The Contractor shall have a Registered Office or Branch Office and supporting staff in Palakkad District Kerala.

16. In case of the bidder not having a Registered Office/Branch Office at Palakkad, the bidder shall open a Registered Office/Branch Office at Palakkad within 30 days after receipt of Work Order, failing which the Work Order shall be treated as cancelled. The details of his/her Registered Office/Branch Office shall be informed in writing.

17. The Director of the Institute or any person authorized by the Director shall be at liberty to carry out surprise check on the persons deployed by the Contractor in order



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to ensure that required numbers of persons are deployed and that they are providing the service properly.

18. a. The persons deployed by the Contractor for the work shall be the employees of the contractor for all intents and purposes and in no case, shall there be a relationship of employee and employer between the said persons and the FCRI accruing implicitly or explicitly. Certificate of Employment/Experience for his/her employees shall be issued by the Contractor and not the Principal Employer.
- b. The persons so deployed shall remain under the control and supervision of the contractor and he/she shall be liable for payment for their wages etc. and all other dues which the contractor is liable to pay under various labour regulations and other statutory provisions.
- c. The Contractor shall ensure that all the employees get wages at the rates fixed by FCRI which will be satisfying the minimum wages as per the Minimum Wages Act, 1948 read with Minimum Wages (Kerala) Rules, 1953 or Minimum Wages (Central) Rules as applicable to Palakkad (Kerala) region as per Ministry of Labour & Employment (Govt. of India), whichever is higher and such other benefits as are admissible under various labour laws.
- d. Contractor shall provide full information in respect of wages etc. paid to his employees so deployed in conformity with the provisions of contract labour (Regulation and Abolition) Act, 1970. He shall furnish valid license from the Labour Commissioner, Government of India.
- e. The Contractor shall deploy his persons in such a way that the persons get weekly rest, the working hours / leave for which the work is taken from them, under relevant provisions of Minimum Wages Act and such other Acts under provisions of existing or new Labour Laws / Rules in vogue, as applicable. The contractor shall in all dealings with the persons in his employment have due regard to all recognized festivals, days of rest and religious or other customs. In the event of contractor committing a default or breach of any of the provisions of the Labour Laws including the provisions of Contract Labour (Regulation & Abolition) Act, 1970, as amended from time to time or furnishing any information, or submitting or filing any settlement under the provision of the said regulations and rules which is materially incorrect, they shall without prejudice to any other liability pay to the Director of the Institute a sum of as may be claimed by the Institute.
- f. The working hours of the persons engaged under the contract would normally be from 9.00 A.M. to 5.30 P.M. with half an hour lunch break between 1.00 P.M. and 1.30 P.M. The work should be carried out on all days except on Closed Holidays and 13 declared paid Holidays as decided by the Institute.
- g. The payment due to the employee will be paid based on the attendance marked by a biometric attendance system maintained at FCRI. Payments shall be done within the due dates as per relevant Acts/Rules.



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- h. The Contractor shall maintain all relevant records and should make the same available for any scrutiny or audit purpose by FCRI.
19. Income tax at the prevailing rate will be deducted from the monthly bill of the Contractor.
20. Extra manpower, if required, should be provided on the same terms and conditions.
21. The Contractor shall submit the proof of having deposited the amount of contribution claimed by him on account of EPF and ESI towards the persons deployed in their respective names before submitting the bill for the subsequent month. In case the Contractor fails to do so, the amount claimed towards EPF and ESI contributions will be withheld till submission of required documents.
22. The Contractor shall arrange for payment of statutory bonus to all the supplied manpower annually during a festive occasion @ 8.33% subject to a maximum of Rs 7000/- per employee per annum. The total estimated value mentioned above is inclusive of bonus also.
23. The Director, FCRI reserves the right to accept or reject any or all the tenders without assigning any reason whatsoever and his decision shall be final and binding on the Contractor.
24. FCRI plans to engage workers under above said types on daily wage basis during the contract period.
25. As and when revisions to Labour Rules or Codes/Act comes in to effect or are amended by the appropriate authorities, relevant changes in terms & conditions as applicable shall apply in to-to.
26. Contractor shall make provisions for payment of his share of gratuity as applicable, if any, under the provisions of the revised / amended Labour Code / Rules. Equivalent to deduction for gratuity, as per new Labour Code, shall be deposited with FCRI each month, deducted from Bill for the respective month.
27. The Contractor shall check the antecedents and qualifications prior to their engagement in FCRI on contractual basis. The necessary police clearance certificate may be produced before the engagement of employees on contractual basis.
28. The details on proposed manpower engagement under the contract are as in page-9:



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Sl No	Particulars	Approximate Details and Rates (Rs.) per head per month (as per CLC(C) for Category C)		
		Unskilled	Unskilled supervisory / Semi-skilled	Skilled
1	No. of working days (typical, for 5-day week)	22	22	22
2	Basic wage	350	410	494
3	Variable DA	206	240	287
4	Other perks/allowances	NIL	100 to 200	22 to 147
5	Bonus	As applicable	As applicable	As applicable
6	ESI & applicable admin charges	At actuals	At actuals	At actuals
7	EPF & applicable admin charges	At actuals	At actuals	At actuals
8	Service charge	As per Offer	As per Offer	As per Offer
9	GST	18%	18%	18%
10	No. of persons (tentative)	0-5	15 to 20	15 to 17
11	Special allowance (if any) #	No service charge applicable on this component#.		

The rates cited at Sl. No.s 2 and 3 above are w.r.t notified wages of Central Government as revised from time to time.

Nature of work skills

Skilled: Diploma / ITI desirable

Experienced personnel with above qualifications with good knowledge, workmanship for carrying out such activities as – Fitter / Electricians / Plumber / Welding / Data entry etc. One person each such as Cook / Crane operator / Hardware service / IT installations, Carpentry, etc.

Semi-skilled

Labour for garden / cleaning & housekeeping / pipe assembly / disassembly, etc. / digging / grass cutting etc.



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PRICE BID

SCHEDULE OF RATES

Name of the Work: "Providing manpower at FCRI PALAKKAD"

The total price as given below is to be indicated in the price bid in GeM Portal.

Sl. No.	Particulars	Amount (Rs.)
1	Total Amount of wages (for 1 year)*	1,12,68,592.00
2a	Service charge on the total amount (1) above in Rupees	
2b	Service charge (in percentage) on total amount (mentioned at 1 above)	
3	GST	
4	Total amount to be indicated in GeM Price Bid (sum of 1, 2a & 3)	

* The above mentioned total wage amount is indicative. Actual amount may have upward/downward revision depending on actual wage, personnel engaged, etc.

Note:

(i) Statutory charges of EPF, ESI and GST will be paid by FCRI to you for remittal as per approved Govt. rates in force.

(ii) The value equivalent to ONE MONTH wages may be taken as **Rs. 11,08,078.00** including GST for the purpose of Advance Bank Guarantee based on (1) in above Table.

(iii) The corresponding percentage of Service Charge quoted in Sl. No. 2 above may be indicated separately for information.

Signature of the Tenderer

Name & Address of the

Tenderer with Office Stamp

Date:

Place:

ANNEXURE B

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SPACE FOR STAMP PAPER

**AGREEMENT FOR CONTRACT WORK “SUPPLY OF CASUAL MANPOWER
AT FCRI, PALAKKAD”**

This **AGREEMENT** made on this _____ day of _____
between the **FLUID CONTROL RESEARCH INSTITUTE**, a Society registered under
the Societies Registration Act and having its office at “KANJIKODE, PALAKKAD
(hereinafter referred to as FCRI) of the ONE PART.

And

M/s. _____ at

_____ at
(hereinafter referred to as Contractor) of the OTHER PART.

WHEREAS the FCRI desirous of awarding contract for supply of Casual
Manpower at FCRI, KANJIKODE which is a constituent (hereinafter referred to as
INSTITUTE) and whereas the Contractor has offered to provide the said services on the
terms and conditions hereinafter stated.



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WHEREAS Contractor has represented that he is a registered Contractor under the provisions of Contract Labour (Regulation and Abolition Act), 1970 and has further represented that he is eligible to get this contract and there is no legal or any other bar for him in this respect. Any obligations and/or formalities which are required to be fulfilled under the said Act or any amendment thereto for the purpose of entering into and/or execution of this contract shall be carried out by the Contractor at his own expenses, etc. and the Contractor shall report the compliance thereof to the INSTITUTE. The Contractor shall be solely liable for any violation of the provisions of the said Act or any other Act.

WHEREAS INSTITUTE has agreed to award job contract for supply of Casual Manpower at FCRI, Kanjikode.

AND WHEREAS the Contractor has agreed to furnish to the INSTITUTE an Advance Bank Guarantee for the amount equal to one month's net salary of the proposed Manpower, valid for **13 months** to ensure smooth functioning till completion of the Contract. The Advance Bank Guarantee will be provided in Indian Rupees, in FCRI format from a Public Sector Bank.

NOW THEREFORE BY THESE ARTICLES AND ON THE PREMISES mentioned above, the parties have agreed to as under:-

GENERAL CONDITIONS:

1. That it is expressly understood and agreed between the parties to this Agreement that the persons deployed by the Contractor for the services mentioned above shall be the employees of the Contractor for all intents and purposes and that the persons so deployed shall remain under the control and supervision of the Contractor and in no case, shall a relationship of employer and employee between the said persons and the INSTITUTE accrue/arise implicitly or explicitly.
2. That on taking over the responsibility of supply of Casual Manpower, the Contractor shall formulate the mechanism and duty assignment of personnel in consultation with Director of the INSTITUTE or his nominee. Subsequently, the Contractor shall review the work assigned from time to time and advise the Director of the INSTITUTE for further streamlining their system. The Contractor shall further be bound by and carry out the directions/instructions given to him by the Director of the INSTITUTE or the officer designated by the Director in this respect from time to time.
3. **That for providing satisfactory services, as per Schedule of work under this contract, the Contractor has agreed to deploy approximately up to 40 persons.**
4. That the Director of the INSTITUTE or any other person authorized by the Director



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shall be at liberty to carry out surprise check on the persons so deployed by the Contractor in order to ensure that persons deployed by him are doing their duties.

5. That in case any of the persons so deployed by the Contractor does not come upto the mark or does not perform his duties properly or indulges in any unlawful riots or disorderly conduct, the Contractor shall immediately withdraw and take suitable action against such persons on the report of the INSTITUTE in this respect. Further, the Contractor shall immediately replace the particular person so deployed on the demand of the Director of the INSTITUTE in case of any of the aforesaid acts on the part of the said person.

A. CONTRACTOR'S OBLIGATIONS:

1. The Contractor shall ensure that the persons are punctual and disciplined and remain vigilant in performance of their duty. It is further agreed that the Contractor shall engage medically and physically fit persons not below the age of 18 years and preferably below the age of 60 years. Persons so engaged for providing shall be of integrity and good conduct.
2. That the Contractor shall submit details of the names, parentage, residential address, age, etc. of the persons deployed by him in the premises of FCRI
3. That the Contractor shall at his own cost, if required, take necessary insurance cover in respect of the aforesaid services rendered to the INSTITUTE and shall comply with the statutory provisions of Contract Labour (Regulation & Abolition) Act, 1970; Employees State Insurance Act; Workman's Compensation Act, 1923; Payment of Wages Act, 1936; The Employees Provident Fund (and Miscellaneous Provisions) Act, 1952; Payment of Bonus Act, 1965; The Minimum Wages Act, 1948; Employers Liability Act, 1938; Employment of Children Act, 1938, Maternity Benefit Act and/or any other Rules/regulations and/or statutes that may be applicable to them and shall further keep the INSTITUTE indemnified from all acts of omission, fault, breaches and/or any claim, demand, loss injury and expense arising out from the non-compliance of the aforesaid statutory provisions. Contractor's failure to fulfill any of the obligations hereunder and/or under the said Acts, rules/regulations and/or any bye-laws or rules framed under or any of these, the INSTITUTE shall be entitled to recover any of such losses or expenses which it may have to suffer or incur on account of such claim, demands, loss or injury from the Contractor's monthly payments. Any changes / revisions in applicable Labour Code / Rules shall be complied with.
4. That the Contractor shall submit the proof of having deposited the amount of contribution claimed by him on account of ESI & EPF towards the persons deployed at the INSTITUTE in their respective names before submitting the bill for the subsequent month. In case the Contractor fails to do so, the amount claimed towards ESI & EPF

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contribution will be withheld till submission of required documents. The contractor shall be solely liable/be responsible for any failure/delay in making the statutory remittances or for any dispute arises in future regarding the above.

5. That the Contractor shall particularly abide by the provisions of Minimum Wages Act, 1948 read with Minimum Wages (Central) Rules framed there under, as amended from time to time.
6. There will be no price variation except that of changes in minimum wages / statutory provisions. If there is any change in the rates of minimum wages of the Govt. then service provider will have to produce the relevant gazette notification of the same to FCRI and the same rates will be payable by FCRI. No amendment in the Work Order/Contract is required for the changes in minimum wages by Govt. This is however subject to verification by the INSTITUTE.
7. The Contractor has to ensure that the payment to the Contract Labourers/personnel be made on or before 7th day of every month as per the payment of Wages Act. After releasing payment to the labourers/Personnel, the contractor will submit his claim to P&A Department for settlement.
8. That the Contractor shall ensure that the wages for his workmen is distributed before the 7 th day of the following month and shall issue wage and shall on demand furnish copies of wages register/muster roll, etc to the INSTITUTE for having paid all the dues to the person deployed by him for the work under agreement. This obligation is imposed on the Contractor to ensure that he is fulfilling his commitments towards his employees so deployed under various Labour Laws, having regard to the duties of the INSTITUTE in this respect as per the provisions of Contract Labour (Regulation and Abolition) Act, 1970. The contractor shall comply with or cause to be complied with the Labour regulations from time to time to payment of wages, wage period, deductions from wages, recovery of wages not paid and deductions unauthorizedly made, maintenance of wages book, wage slip, publications of scale of wages and terms of employment, inspection and submission of periodical returns.
9. That the Contractor shall take all reasonable precautions to prevent any unlawful riots or disorderly conduct or acts of his labourers so deployed and ensure preservation of peace and protection of persons and property of the INSTITUTE.
10. That the Contractor shall deploy his persons in such a way that they get weekly rest, the working hours/leave for which the work is taken from them, under relevant provisions of Shops and Establishments Act. The Contractor shall in all dealings with the persons in his employment have due regard to all recognized festivals, days of rest and religious or other customs. In the event of the Contractor committing a default or breach of any of the provisions of the Labour Laws including the provisions of Contract Labour



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(Regulation and Abolition) Act, 1970 as amended from time to time or furnishing any information, or submitting or filing any statement under the provisions of the said regulations and rules which is materially incorrect, he shall without prejudice to any other liability pay to the Director of the INSTITUTE a sum as may be claimed by the INSTITUTE.

11. That the Contractor shall further be bound by and carry out the directions/instructions by the Director, FCRI or Officers designated by the Director in this respect from time to time.
12. That the persons so deployed shall remain under the control of Contractor and the Contractor shall be liable for payment of their wages and all other dues which the Contractor is liable to pay under various regulations and other statutory provisions.
13. The payment of wages shall be undertaken without delay and within the statutory due date irrespective of whether Bill / Invoices are submitted or not.
14. **ABSENCE:** The contractor shall be liable for ensuring regular attendance of the labourers. If any person is found to be absent for more than 10 days in a month for TWO consecutive months, the services of that person may be terminated and a suitable replacement may be provided. In case of any lapse as mentioned above, will attract penalty.
15. The Contractor shall not assign or make over the contract to any other person or underlet it or make a subcontract with any workmen for the execution of any work. The contractor shall employ his own labour who shall be paid by the contractor.
16. The Contractor hereby agrees not to petition for revision of service charges tendered by him under any circumstances at any stage of work either during execution or when the final claim is settled.
17. The company reserves the right to extend the term of the contract or to short close the contract at any time, without assigning any reasons. Number of Manpower can be increased /decreased, if needed, as per the directives of the management during the contract period.
18. The Manpower assigned under the contract shall be dutiful, obedient and execute the work assigned to them consciously and efficiently. They shall observe the timing and safety rules, discipline and conduct while working within the premises of the company is the essence of this contract. Any lapse in this regard can cause serious repercussion in the industrial atmosphere and the same will be viewed seriously. In such case, the management reserves the right to take suitable action against the contractor including imposing of penalty and termination of contract.



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19. No labourers of Contractor including himself/herself is allowed to consume alcoholic drinks or any narcotics within the premises/Work/Services site during the execution of Work/Services. If he is found to be under the influence of the same, FCRI shall have the rights to refer the matter to the Police. The employees of the contractor in no case will be treated as the employee of FCRI.
20. The labourers of the contractor will be treated as the employees of the contractor only and will not be considered employees of the INSTITUTE. There shall be no obligation on the INSTITUTE to provide preferential rights or guarantees to the contractor's employees for any openings or vacancies at the Institute including in future. Contractor shall not provide any written or other such assurances to any worker or employee or third-party regarding such preferential rights to future employment at the Institute.
21. The contractor or his representative or his workmen shall not, at any time, cause any nuisance on the site or misbehave with any of the employees of the company or to do anything which shall cause unnecessary disturbance to FCRI or its properties or detrimental to the interest of FCRI near the site and to the public in general. Any workmen indulged in the above said activity shall be withdrawn from the work spot and shall not be engaged in future. Suitable substitute shall be provided immediately on termination of such workmen.
22. No workmen of the contractor shall raise any grievance that are not related to his/her work assignment or wages, with any third-party agencies or public domain or undertake / be part of any actions that are detrimental to the interests of the Institute. The contractor (employer) shall have appropriate grievance redressal mechanism for speedy redressal of his/her employee grievances.
23. The contractor as well as the workers engaged by the contractor shall adhere to Non-Disclosure Principles. The Contractor hereby agrees that he/she or his/her workers shall at no point of time whether during or after pendency of this Contract, transmit / reproduce, disclose or publicise information related to any activity, data or information pertaining to any visit / event / incident / activity (whether technical or non-technical or administrative or any other nature) or details of visitors / guest / clients / suppliers / other stakeholders of the Institute. It applies to all information implied or otherwise, whether obtained from internal/external published information or obtained by fiduciary means.
24. The Contractor shall not employ or allow any person in the Work/Services who is suffering from any contagious, loathsome or infectious disease.
25. The contractor will carry out at his own cost the police verification and antecedents of all contract labourers deputed at FCRI and submit a copy of the same along with the



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individual's Bio-Data in a format to P&A dept of FCRI within a stipulated period.

26. The contractor is required to submit the daily attendance of labours engaged to the Officer in Charge. The employees under contract are required to strictly adhere to the timings of entry and exit laid down by the authorities.
27. ACCIDENTS INJURIES AND DAMAGES: From commencement till completion of the work, the contractor shall take full responsibility, taking precautions to prevent loss or damage. Contractor shall be liable for all loss and claims, of injuries or damages to any person, which may arise during the course of work. In the event of any accident/injury/disablement to the contract labours, the contractor shall arrange to pay the required compensation legally payable to the concerned contract labours or his/her legal heirs or dependent concerned in addition to the medical treatment / assistance as applicable. FCRI shall in no way be responsible for payments of such compensation.
28. SAFETY PRECAUTION: The contractor shall take all safety precautions/measures as required/prescribed by relevant authorities in connection with the execution of work. In case of any accident / injury, FCRI will not pay any compensation and FCRI will stand indemnified of any claims / loss to the manpower / dependents, as or any case may be.
29. The payments to all manpower engaged at the INSTITUTE shall be through RTGS / NEFT and the records of all such payments shall be submitted to the INSTITUTE periodically as well as whenever requested by Officer-in-charge.

B. INSTITUTE'S OBLIGATIONS:

1. That in consideration of the services rendered by the Contractor as stated above, he/she shall be paid the wages on monthly basis. Such payment shall be made within 2 working days from the date of receipt of the bills raised by the Contractor and duly certified by the Officer designated by the INSTITUTE in this regard on submission of complete documents.
2. That payment on account of enhancement/escalation charges on account of revision in wages by appropriate Govt., from time to time shall be payable by the INSTITUTE to the Contractor.
3. That the INSTITUTE shall reimburse the amount of ESI and EPF claims towards statutory payments on production of documentary evidence of remittance of said amount to the prescribed authorities.
4. That Bonus at statutorily prescribed rate will be paid by INSTITUTE as reimbursement on production of proof of such payment for the persons engaged by the Contractor for



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providing, Casual Manpower at FCRI, Kanjikode, Palakkad.

5. The amount payable to the contractor shall be proportionate to actual number of days worked (man-hours) including overtime (if any), but excluding any special allowance (if provided). The Service Charges are payable only for Labour supplied during the specific month. Service Charges will not be paid for any additional or other special allowances (if applicable) as released to the workers engaged.

C. INDEMNIFICATION:

1. That the Contractor shall keep the INSTITUTE indemnified against all claims whatsoever in respect of the employees deployed by the Contractor. In case any employee of the Contractor so deployed enters in dispute of any nature whatsoever, it will be the primary responsibility of the Contractor to contest the same. In case the Institute is made party and is supposed to contest the case, the INSTITUTE will be reimbursed for the actual expenses incurred towards Counsel Fee and other expenses, which shall be paid in advance by the Contractor to the INSTITUTE on demand. Further, the Contractor shall ensure that no financial or any other liability comes on the INSTITUTE in this respect of any nature whatsoever and shall keep the INSTITUTE indemnified in this respect.
2. That the Contractor shall further keep the INSTITUTE indemnified against any loss to the INSTITUTE property and assets. The INSTITUTE shall have further right to adjust and/or deduct any of the amounts as aforesaid from the payments due to the Contractor under this contract.
3. The contractor will assist the INSTITUTE in settlement of the claims of their contract labour whenever claims arise, either due to termination, discontinuance or death.
4. That the Contractor shall furnish an indemnified bond in non-judicial stamp paper (of the appropriate value).

D. PENALTIES / LIABILITIES:

1. That the Contractor shall be responsible for faithful compliance of the terms and conditions of this agreement. In the event of any breach of the agreement, the same may be terminated and the security deposit will be forfeited and further the work may be got done from another agency at his risk and cost.
2. That if the Contractor violates any of the terms and conditions of this agreement or commits any fault or his services are not to the entire satisfaction of the officer authorized by the Director of the Institute in this behalf, a penalty leading to deduction upto a maximum of 10% of the total amount of bill for a particular month will be



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imposed.

E. ACCIDENTS:

The contractor shall take full responsibility by taking precautions to prevent loss or damage to the property of FCRI due to his workers. He shall be liable for any damage or loss that may happen to the works or any part thereof. In addition, the contractor shall indemnify & keep the Company indemnified against all losses & claims for injuries or damage to any person or any property whatsoever which may arise out of or in consequence to negligence / misconducts due to his employees. For this purpose, the contractor shall take Employees compensation policy or Contractors all risk coverage policy (CAR policy) to cover the risks, as per the conditions of the contract, the insurance policy has to be kept valid till the work is completed. The policy will be taken at contractors cost and contractor shall raise all claims and ensure their settlement. FCRI will not be responsible for any claim of accident.

F. COMMENCEMENT AND TERMINATION:

1. That this agreement shall come into force w.e.f. And shall remain in force for a period of one year. This agreement may be extended on such terms and conditions as are mutually agreed upon.
2. That this agreement may be terminated on any of the following contingencies:
 - a) On the expiry of the contract period as stated above
 - b) By giving one month's notice by the INSTITUTE on account of
 - (i) Committing breach by the Contractor of any terms and conditions of this agreement.
 - (ii) Assigning the contract or any part thereof to any sub-contractor by the Contractor without written permission of the INSTITUTE.
 - (iii) On Contractor being declared insolvent by competent Court of Law.
3. During the notice period for termination of the contract, in the situation contemplated above, the Contractor shall keep on discharging his duties as before till the expiry of notice period.
4. It shall be the duty of the Contractor to remove all the persons, deployed by him, on termination of the contract, on any ground whatsoever and ensure that no person creates any disruption/hindrance/problem of any nature to the INSTITUTE.

G. ARBITRATION:

1. In the event of any question, dispute / difference arising under this agreement or in connection herewith (except as to matters the decision of which is specifically provided under this agreement) the same shall be referred to the sole arbitration to the

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Director-FCRI or his nominee.

2. The award of the Arbitrator shall be final and binding on the parties. In the event of such arbitrator to whom the matter is originally referred to being transferred or vacating his office or resigning or refusing to work or neglecting his work or being unable to act for any reason whatsoever, the Director-FCRI shall appoint another person to act as arbitrator in place of the out-going arbitrator in accordance with the terms of this agreement and the persons so appointed shall be entitled to proceed with reference from the stage at which it was left by his predecessor.
3. The expression Director-FCRI shall mean and include an acting/officiating Director-.
4. The Arbitrator may give interim award(s) and/or directions, as may be required. The venue of the Arbitration shall be Palakkad. All Arbitration proceedings shall be conducted in English language and governed by the above said Act and Rules framed there Under and in Indian Laws. Courts at Palakkad shall alone have sole jurisdiction to decide any issue arising out of the Arbitration or this Agreement.
5. Subject to the aforesaid provisions, the Arbitration & Conciliation Act, 1996 and the rules made hereunder and any modification thereof from time to time being in force shall be deemed to apply to the arbitration proceedings under the clause.

IN WITNESS WHEREOF the parties hereto have signed on the date, month and year first above written.

For and on behalf of

Fluid control research institute _____

The Contractor _____

WITNESS 1.


2.



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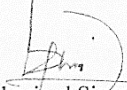
BANK DETAILS

एफ.सी.आर.आई.


फ्लूइड कंट्रोल रिसर्च इंस्टिट्यूट
FLUID CONTROL RESEARCH INSTITUTE
आई.एस.ओ 9001:2008 प्रमाणित एन.ए.सी.एल. प्रत्यायित संगठन
An ISO 9001:2008 certified NABL accredited organisation
(भारत सरकार, भारी उद्योग एवं लोक उद्यम मंत्रालय के अधीन)
(Under Govt. of India, Ministry of Heavy Industries & Public Enterprises)

MANDATE FORM FOR E-PAYMENT

1	Name of the Beneficiary	FLUID CONTROL RESEARCH INSTITUTE
2	Address	Kanjikode (West), Palakkad, Kerala - 678 623 E mail: fcric@fcriindia.com Web: www.fcriindia.com Phone: +91 491 2566120/2566206 2569010 (Marketing) Fax: +91 491 2566326
3	PAN	AAAAF0138K
4	Name of the Bank	State Bank of India (SME Branch) V&V Apartment Opp ITI, Kanjikode (W), Palakkad 678 623. Phone: +91 491 2566411/2566237 Email id : sbi.06640@sbi.co.in
5	Bank Account No	10258760349
6	Type of Account	Current
7	Bank Branch RTGS IFSC Code	SBIN0006640
8	Bank Branch Code	06640
9	9 Digit MICR Code of Branch	678002007

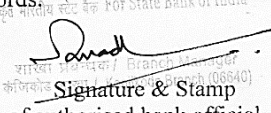

Authorised Signatory

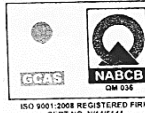
BANK CERTIFICATE


We confirm that the details given above are correct as per our records.

Place: _____
Date: 17 NOV 2016

एफ.सी.आर.आई - उद्योग केलिए एक संसाधन
FCRI - A RESOURCE FOR INDUSTRY
कंजिकोड (पश्चिम), पालक्काड, केरल - 678 623
Kanjikode (West), Palakkad, Kerala - 678 623
☎ 91-491-2566120/2566206/2569009/2569135 ☎ 91-491-2566326
✉ fcric@fcriindia.com 🌐 www.fcriindia.com


Signature & Stamp
of authorised bank official


ISO 9001:2008 REGISTERED FIRM
CLRT NO. N145114


C-026 C-056 T-027
C-254 C-255



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INTEGRITY PACT DECLARATION
(To be provided on the letterhead of the firm)

To
The Director,
Fluid Control Research Institute,
Kanjikode West,
Palakkad – 678 623

Sub: Supply of Casual Manpower at FCRI, Palakkad.

Sir,

I/We acknowledge that the Fluid Control Research Institute, Palakkad is committed to follow the principles thereof as enumerated in the Integrity Agreement enclosed with the tender/bid document.

I/We agree that the Notice Inviting Tender (NIT) is an invitation to offer made on the condition that I/We will sign the enclosed integrity Agreement, which is an integral part of tender documents, failing which I/We will stand disqualified from the tendering process. I/We acknowledge that THE MAKING OF THE BID SHALL BE REGARDED AS AN UNCONDITIONAL AND ABSOLUTE ACCEPTANCE of this condition of the NIT.

I/We confirm acceptance and compliance with the Integrity Agreement in letter and spirit and further agree that execution of the said Integrity Agreement shall be separate and distinct from the main contract, which will come into existence when tender/bid is finally accepted by the Fluid Control Research Institute, Palakkad. I/We acknowledge and accept the duration of the Integrity Agreement, which shall be in line with Article 1 of the enclosed Integrity Agreement.

I/We acknowledge that in the event of my/our failure to sign and accept the Integrity Agreement while submitting the tender/bid, the Fluid Control Research Institute, Palakkad shall have the unqualified, absolute, and unfettered right to disqualify the tenderer/bidder and reject the tender/bid in accordance with terms and conditions of the tender/ bid.

Date:
Place:

Seal of the bidder

Authorized Signatory
Name:
Designation:
Contact No:



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INTEGRITY PACT

This **INTEGRITY PACT** is made and executed at..... on this day of....., 2026.

BETWEEN

The Fluid Control Research Institute, Palakkad is an autonomous body of the Department of Heavy Industry, Ministry of Heavy Industries, Govt. of India having its office located at Kanjikode, West, Palakkad District, Kerala - 678623 (hereinafter referred to as “**FCRI**” which terms or expression shall, unless excluded by or repugnant to the subject or context, mean and include its successor-in-office, administrators or permitted assignees) of the **First Part**;

And

M/s..... a company incorporated under the Companies Act,..... through its representative/authorized signatory (insert name and designation of the officer) vide resolution dated passed by the Board of Directors, having its office at(hereinafter referred to as “The Bidder/Contractor” which term or expression shall, unless excluded by or repugnant to the subject or context, mean and include its successor-in-office, administrators or permitted assignees) of the **Second Part**.

Preamble

The FCRI intends to award, under the laid-down organizational procedures, contract(s) for **Supply of Casual Manpower at FCRI, Palakkad**. The FCRI values full compliance with all relevant laws of the land, rules, regulations, economic use of resources and of fairness / transparency in its relations with its Bidders) and / or Contractor(s).

In order to achieve these goals, the FCRI will appoint Independent External Monitors (IEMs) who will monitor the tender process and the execution of the contract for compliance with the principles mentioned above.

Section 1 - Commitments of the FCRI

1. The FCRI commits itself to take all measures necessary to prevent corruption and to observe the following principles:
 - a. No employee of the FCRI, personally or through family members, will in connection with the tender for, or the execution of a contract, demand, take a



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promise for or accept, for self or third person, any material or immaterial benefit which the person is not legally entitled to.

- b. The FCRI will, during the tender process treat all Bidder(s) with equity and reason. The FCRI will in particular, before and during the tender process, provide to all Bidder(s) the same information and will not provide to any Bidder(s) confidential/additional information through which the Bidder(s) could obtain an advantage in relation to the tender process or the contract execution.
 - c. The FCRI will exclude from the process all known prejudiced persons.
2. If the FCRI obtains information on the conduct of any of its employees which is a criminal offence under the IPC/PC Act, or if there is a substantive suspicion in this regard, the FCRI will inform the Chief Vigilance Officer and in addition, can initiate disciplinary actions.

Section 2 - Commitments of the Bidder(s)/ Contractor(s)

1. The Bidder(s)/ Contractor(s) commit themselves to take all measures necessary to prevent corruption. The Bidder(s)/ Contractor(s) commit themselves to observe the following principles during participation in the tender process and during the contract execution.
 - a. The Bidder(s)/ Contractor(s) will not, directly or through any other person or firm, offer, promise or give to any of the FCRI's employees involved in the tender process or the execution of the contract or to any third person any material or other benefit which he/she is not legally entitled to, in order to obtain in exchange any advantage of any kind whatsoever during the tender process or during the execution of the contract.
 - b. The Bidders(s)/ Contractor(s) will not enter with other Bidders into any undisclosed agreement or understanding, whether formal or informal. This applies in particular to prices, specifications, certifications, subsidiary contracts, submission or non-submission of bids or any other actions to restrict competitiveness or to introduce cartelization in the bidding process.
 - c. The Bidder(s)/ Contractor(s) will not commit any offense under the relevant IPC/PC Act; further the Bidders(s)/ Contractor(s) will not use improperly, for purposes of competition or personal gain, or pass on to others, any information or document provided by the FCRI as part of the business relationship,



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regarding plans, technical proposals and business details, including information contained or transmitted electronically.

- d. The Bidder(s)/ Contractor(s) of foreign origin shall disclose the name and address of the Agents/representatives in India, if any. Similarly, the Bidder(s)/Contractor(s) of Indian Nationality shall furnish the name and address of the foreign principals, if any. Further details as mentioned in the “Guidelines on Indian Agents of Foreign Suppliers” shall be disclosed by the Bidder(s)/Contractor(s). Further, as mentioned in the Guidelines all the payments made to the Indian agent/representative have to be in Indian Rupees only.
 - e. The Bidder(s)/ Contractor(s) will, when presenting their bid, disclose any and all payments made, is committed to or intends to make to agents, brokers or any other intermediaries in connection with the award of the contract.
 - f. Bidder(s) /Contractor(s) who have signed the Integrity Pact shall not approach the Courts while representing the matter to IEMs and shall wait for their decision in the matter.
2. The Bidder(s)/ Contractor(s) will not instigate third persons to commit offences outlined above or be an accessory to such offences.

Section 3 - Disqualification from tender process and exclusion from future contracts

If the Bidder(s)/Contractor(s), before award or during execution has committed a transgression through a violation of Section 2, above or in any other form such as to put their reliability or credibility in question, the FCRI is entitled to disqualify the Bidder(s)/Contractor(s) from the tender process or take action as per the procedure mentioned in the “Guidelines on Banning of business dealings.

Section 4 - Compensation for Damages

1. If the FCRI has disqualified the Bidder(s) from the tender process prior to the award, according to Section 3, the FCRI is entitled to demand and recover the damages equivalent to Earnest Money Deposit/Bid Security.
2. If the FCRI has terminated the contract according to Section 3, or if the FCRI is entitled to terminate the contract according to Section 3, the FCRI shall be entitled to demand and recover from the Contractor liquidated damages of the Contract value or the amount equivalent to Performance Bank Guarantee.

Section 5 - Previous transgression



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1. The Bidder declares that no previous transgressions occurred in the last three years with any other Company in any country conforming to the anti-corruption approach or with any Public Sector Enterprise in India that could justify his exclusion from the tender process.
2. If the Bidder makes incorrect statement on this subject, he/she can be disqualified from the tender process or action can be taken as per the procedure mentioned in “Guidelines on Banning of business dealings”.

Section 6 - Equal treatment of all Bidders / Contractors / Subcontractors

1. In the case of Sub-contracting, the Principal Contractor shall take the responsibility for the adoption of the Integrity Pact by the Sub-contractor.
2. The FCRI will enter into agreements with identical conditions as this one with all Bidders and Contractors.
3. The FCRI will disqualify from the tender process all bidders who do not sign this Pact or violate this provisions.

Section 7 - Criminal charges against violating Bidder(s) / Contractor(s) / Subcontractor(s)

If the FCRI obtains knowledge of conduct of a Bidder, Contractor or Subcontractor, or of an employee or a representative or an associate of a Bidder, Contractor or Subcontractor which constitutes corruption, or if the FCRI has substantive suspicion in this regard, the FCRI will inform the same to the Chief Vigilance Officer.

Section 8 - Independent External Monitor

1. The FCRI appoints a competent and credible Independent External Monitor for this Pact after approval by Central Vigilance Commission. The task of the Monitor is to review independently and objectively, whether and to what extent the parties comply with the obligations under this agreement.
2. The Monitor is not subject to instructions by the representatives of the parties and performs his/her functions neutrally and independently. The Monitor would have access to all Contract documents, whenever required. It will be obligatory for him/her to treat the information and documents of the Bidders/Contractors as confidential. He/she reports to the competent authority.
3. The Bidder(s)/Contractor(s) accepts that the Monitor has the right to access without restriction to all Project documentation of the FCRI including that provided by the



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Contractor. The Contractor will also grant the Monitor, upon his/her request and demonstration of a valid interest, unrestricted and unconditional access to their project documentation. The same is applicable to Sub-contractors.

4. The Monitor is under contractual obligation to treat the information and documents of the Bidders)/ Contractor(s)/ Sub-contractor(s) with confidentiality. The Monitor has also signed declarations on 'Non-Disclosure of Confidential Information and of 'Absence of Conflict of Interest'. In case of any conflict of interest arising at a later date, the IEM shall inform the competent authority.
5. The FCRI will provide to the Monitor sufficient information about all meetings among the parties related to the Project provided such meetings could have an impact on the contractual relations between the FCRI and the Contractor. The parties offer to the Monitor the option to participate in such meetings.
6. As soon as the Monitor notices, or believes to notice, a violation of this agreement, he/she will so inform the Management of the FCRI and request the Management to discontinue or take corrective action, or to take other relevant action. The monitor can in this regard submit non-binding recommendations. Beyond this, the Monitor has no right to demand from the parties that they act in a specific manner, refrain from action or tolerate action.
7. The Monitor will submit a written report to the competent authority within 8 to 10 weeks from the date of reference or intimation to him by the FCRI and, should the occasion arise, submit proposals for correcting problematic situations.
8. If the Monitor has reported to the competent authority, a substantiated suspicion of an offence under relevant I PC/ PC Act, and the competent authority has not, within the reasonable time taken visible action to proceed against such offence or reported it to the Chief Vigilance Officer, the Monitor may also transmit this information directly to the Central Vigilance Commissioner.
9. The word '**Monitor**' would include both singular and plural.

Section 9 - Pact Duration

This Pact begins when both parties have legally signed it. It expires for the Contractor 12 months after the last payment under the contract, and for all other Bidders 6 months after the contract has been awarded. Any violation of the same would entail disqualification of the bidders and exclusion from future business dealing.



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If any claim is made / lodged during this time, the same shall be binding and continue to be valid despite the lapse of this pact as specified above, unless it is discharged / determined by the competent authority.

Section 10 - Other provisions

1. This agreement is subject to Indian Law. The place of performance and jurisdiction is the Office of the FCRI, i.e. Palakkad.
2. Changes and supplements as well as termination notices need to be made in writing. Side agreements have not been made.
3. If the Contractor is a partnership or a consortium, this agreement must be signed by all partners or consortium members.
4. Should one or several provisions of this Pact turn out to be invalid, the remainder of this Pact remains valid. In this case, the parties will strive to come to an agreement with their original intentions.
5. Issues like Warranty / Guarantee etc. shall be outside the purview of IEMs.
6. In the event of any contradiction between the Integrity Pact and its Annexure, the Clause in the Integrity Pact will prevail.
7. The actions stipulated in this Integrity Pact are without prejudice to any other legal action(s) that may follow in accordance with the provisions of the extant law in force relating to any civil or criminal proceedings.

IN WITNESS WHEREOF, the parties hereunto set their hands and seals and executed this INTEGRITY PACT as of the day/month/year first above written:

For and on behalf of

**THE DIRECTOR,
Fluid Control Research Institute (First Party)**

SIGNED, SEALED, AND DELIVERED by

Name:

Designation:.....

Address:.....

Authorized Signatory



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For and on behalf of

M/s.....(Second Party)

SIGNED, SEALED AND DELIVERED by

Name_____

Designation:.....

Address:.....

Representative/authorized signatory

Vide resolution dated..... passed by the Board of Directors

In the presence of Witness:

1.

2.