

# Standard Bidding Document

Hiring of HR Service Provider Firm to Outsource Line Staff (ALM & LM)  
(Non-Consultancy Services)

National

Single Stage-Two Envelope



*April 30, 2026*

*FESCO (Faisalabad Electric Supply Company (FESCO)), General Manager  
Office of the General Manager (Operation) FESCO HQs, West Canal Road Faisalabad, Faisalabad City, Faisalabad  
(District), Faisalabad Division (Division), Punjab (Province).  
Phone: +92-370-180-0050, Email: gmo.fesco@hotmail.com*

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## PROCUREMENT NOTICE

# PROCUREMENT OF NON-CONSULTANCY SERVICES

1. The **FESCO (Faisalabad Electric Supply Company (FESCO))** has reserved Funds for the procurement planned for FY **2025-26**. The **FESCO (Faisalabad Electric Supply Company (FESCO))** intends to apply part of the proceeds of this Fund to cover eligible payments under the contract for the **“Hiring of HR Service Provider Firm to Outsource Line Staff (ALM & LM)”**
2. The **FESCO (Faisalabad Electric Supply Company (FESCO))** invites Bids through **EPADS v2.0** from eligible Bidders registered on **EPADS v2.0** for provision of Non-Consultancy Services.
3. **Single Stage-Two Envelope** Procedure of Principal Method of Procurement (i.e. Open Competitive Bidding) will be used by adopting **Quality and Cost Based Selection (QCBS)** Technique for the subject procurement, in line with the Public Procurement Rules, 2004 and any Regulations, and Instructions issued by the Authority (from time to time).
4. All Bids must be accompanied by a Bid Security described in Bid Security Section in Bidding Document in the form of **Pay Order, Banker's Cheque, Call at Deposit, Bank Guarantee, Demand Draft** or Bid Securing Declaration on the prescribed format described.
5. E-Bidding documents, containing detailed terms & conditions, specifications and requirements etc. are available on **e-Pak Acquisition and Disposal System (EPADS)** at <https://vendors.epads.gov.pk/>.
6. The e-bids, prepared in accordance with the instructions in the e-Bidding documents, must be submitted through **EPADS v2.0** on or before **Wednesday, May 20, 2026 11:30 AM**. E-bids will be opened on the same day at **Wednesday, May 20, 2026 12:00 PM**. Manual submission of Bids shall not be entertained. Those vendors who have not yet registered on the new version of **EPADS v2.0**, may register themselves on <https://vendors.epads.gov.pk/>. A tutorial to explain the registration process is available at <https://www.youtube.com/watch?v=MNW6T38v7tc>

7. In terms of Rules 48 of Public Procurement Rules, 2004 Grievance Redressal Committee (GRC) is notified for the subject procurement and notification copy is available on the procuring agency's website and also available on **EPADS v2.0** as well as Authority's website at ([www.ppra.org.pk](http://www.ppra.org.pk)).

FESCO (Faisalabad Electric Supply Company (FESCO)), General Manager  
Office of the General Manager (Operation) FESCO HQs, West Canal Road  
Faisalabad, Faisalabad City, Faisalabad (District), Faisalabad Division (Division),  
Punjab (Province).

+92-370-180-0050

[gmo.fesco@hotmail.com](mailto:gmo.fesco@hotmail.com)





## Instructions to Bidders

## A. Introduction

### 1. Scope of Bids

1.1. The Procuring Agency (PA), as indicated in the **Bids Data Sheet (BDS)** invites Bids through **EPADS v2.0** for the provision of Non-Consultancy Services for as specified in the BDS and **in Section Evaluation Criteria, Specifications & Schedule of Requirements**. The name, identification, and number of items/deliverables are provided in the **BDS**. **Single Stage-Two Envelope** procedure of the open competitive method shall be used. The successful Bidders will be expected to provide the services within the specified period and timeline(s) as stated in the **BDS**.

### 2. Source of Funds

2.1. Source of funds is referred in Clause-1 of Invitation for Bids.

### 3. Fraud & Corruption

3.1. As defined under Rule 2(1)(f) of the Public Procurement Rules, 2004.

### 4. Eligible Bidders

4.1. A bidder is eligible to participate in a procurement process if the bidder:

4.1.1. possesses or has access to the technical competence, financial resources, equipment and other physical facilities, personnel, managerial capability, experience and reputation necessary to complete the procurement contract;

4.1.2. has the legal capacity to enter into a procurement contract;

4.1.3. is not insolvent, in receivership, bankrupt or being wound up and its activities or affairs are not suspended or being administered under any Act, by a court or by a judicial officer;

4.1.4. is not the subject of legal proceedings for any of the matters mentioned in sub-rule (c);

4.1.5. has fulfilled or has made substantial arrangements satisfactory to the relevant authorities, to fulfil its obligations to pay taxes and social security (where applicable) other contributions of its employees; and

4.1.6. has not, or in the case of a company, its owners and beneficial owners, directors or officers have not, been convicted of a criminal offence related to:

4.1.6.1. its professional conduct; or

4.1.6.2. a bidder (or, in the case of a company, its key individuals such as owners, beneficial owners, directors, or officers) must not have engaged in any prohibited practice, such as fraud, corruption, collusion, or coercion, within the time period stated in the bidding documents, which can be up to three years before the start of the procurement process. Additionally, the bidder must not have been debarred (i.e., banned) from participating in public procurement processes in Pakistan or by any international organization or country. If they have, they are ineligible to participate in the current bidding.

4.2. The procuring agency may require a bidder participating in the procurement process to provide the prescribed documentary evidence or other information to satisfy itself that the bidder is qualified in accordance with the criteria in sub-clause (1).

4.3. A procuring agency shall set out in the bidding document all the criteria for qualification to be applied in accordance with sub-clause (1).

4.4. Except as permitted under the Ordinance, Rules and Regulations, the procuring agency shall not establish a criterion for eligibility of a bidder that:

4.4.1. discriminates against or among a bidder or against categories of bidders; or

4.4.2. is not required for the performance of the procurement contract; or

4.4.3. is not related to the avoidance or management of legal, reputational or economic risk to the procuring agency unless it is in the national interest to do so, and the criteria is set out in the bidding documents.

4.5. A procuring agency shall assess the eligibility of a bidder for participation in the procurement process against the criteria for qualification under sub-clause (1).

4.6. In the case of a joint venture, consortium, or association, all members shall be jointly and severally liable for the execution of the contract in accordance with the terms and conditions of the contract. The joint venture, consortium, or association shall nominate a lead member as nominated in the BDS,

4.7. who shall have the Authority to conduct all business for and on behalf of any and all the members of Joint venture, consortium, or association during the bidding process, and in case of award of contract, during the execution of the contract.

4.8. The appointment of the lead Member in the joint venture, consortium, or association shall be confirmed by submission of valid power of Attorney to the procuring agency.

4.9. Subject to the limits specified in the BDS, the procuring agency may allow bidders to participate in the form of a Joint Venture (JV). However, each party in the JV must individually meet the eligibility criteria specified in the BDS

4.10. No Bidder can be a sub-contractor while submitting a Bids individually or as a member of a joint venture in the same Bidding process.

## **5. Qualification of the Bidder**

5.1. All Bidders shall provide in Section VI, Bid Forms, a preliminary description of the proposed work method and schedule, including drawings and charts, as necessary.

## **B. Bidding Documents**

## 1. Contents of Standard Bidding Document

1.1. The Services required, bidding procedure, and terms and conditions of the contract are prescribed in the bidding document. In addition to the Invitation for Bids, the bidding document which should be read in conjunction with any addendum issued in accordance with **ITB 6.1** include:

**Section I** - Invitation to Bid

**Section II** Instructions to Bidders (ITB)

**Section III** Bid Data Sheet (BDS)

**Section IV** Eligible Countries

**Section V** Evaluation Criteria, Specifications, Schedule of Requirements, and Technical Specifications.

**Section VI** Bidding Forms

**Section VII** Fraud & Corruption

**Section VIII - Material & Non-material deviation**

**Section IX** General Conditions of Contract (GCC)

**Section X** Special Conditions of Contract (SCC)

**Section XI** Contract Forms

1.2. The Bidder is expected to examine all instructions, requirements, forms, terms and specifications in the bidding documents. Failure to furnish all the information required in the bidding document will be at the Service provider's risk and may result in the rejection of his bids.

## 2. Clarifications

2.1. Clarifications of the bidding documents may be requested in writing through EPADS v2.0 by any bidder up to three days prior to the deadline for the submission of bids.

The procuring agency shall respond promptly and in writing to any request by a bidder for clarification of the bidding documents and, in any event, no later than two days prior to the deadline for the submission of bids or proposals.

Responses to requests for clarification shall be communicated simultaneously and in writing to all bidders participating in the procurement proceedings.

No bidder shall be allowed to alter or modify his bid after the bids have been opened however, the procuring agency may seek and accept clarification to the bid that do not change the substance of the bid, through EPADS v2.0.

2.2. Procuring Agency's response will be uploaded on the EPADS v2.0, including a description of the inquiry.

2.3. Should the Procuring Agency deem it necessary to amend the bidding document as a result of a clarification, it shall do so following the procedure under **ITB 8** .

2.4. If indicated **in the BDS**, the bidder's designated representative is invited at the bidder's cost to attend a pre-bid meeting at the place, date and time mentioned **in the BDS**. During this pre-bid meeting, prospective bidder(s) may request clarification(s) regarding the schedule of requirements, the Evaluation Criteria or any other aspects of the bidding document.

2.5. Minutes of the pre-bid meeting, if applicable, including the text of the questions asked by bidders, and the responses given, together with any responses prepared after the meeting will be uploaded on EPADS v2.0. Any modification to the bidding document that may become necessary as a result of the pre-bid meeting shall be made by the Procuring Agency exclusively through the use of an Addendum pursuant to **ITB 8** .

2.6. To assist in the examination, evaluation and comparison of Bids of the Bidders, the Procuring Agency may, ask any Bidder for a clarification of its bid including breakdown of prices, through EPADS v2.0. Any clarification submitted by a bidder that is not in response to a request by the Procuring Agency shall not be considered.

No change in the prices or substance of the bid shall be sought, offered, or permitted.

The alteration or modification in the bid which in any way affect the following parameters will be considered as a change in the substance of a

bid:

- 2.6.1. evaluation & qualification criteria;
- 2.6.2. required scope of work or specifications;
- 2.6.3. all securities requirements;
- 2.6.4. tax requirements;
- 2.6.5. terms and conditions of bidding documents; and
- 2.6.6. change in the ranking of the bidders.

From the time of bid(s) opening to the time of contract award, if any bidder wishes to contact the procuring agency on any matter related to the bid, it should do so in writing or through electronic form that provides record of the content of communication.

### 3. Amendment of Bidding documents

3.1. Before the deadline for submission of bids, the procuring agency for any reason, whether at its own initiative or in response to a clarification requested by a prospective bidder or pre-bid meeting may modify the bidding documents by issuing addendum.

3.2. Any addendum issued including the notice of any extension of the deadline shall be part of the bidding document pursuant to **ITB 8 .1** shall be uploaded on EPADS v2.0 as well as Authority's website. The procuring agency shall promptly publish the addendum at the procuring agency's website indicated in the **BDS**:

Provided that the bidder who had either already submitted his bid, shall have the right to withdraw his already submitted bid and submit the revised bid, prior to the original or extended bid submission deadline.

3.3. To give prospective bidders reasonable time in which to take an addendum/corrigendum into account in preparing their bids, the Procuring Agency may, at its discretion, extend the deadline for the submission of bids:

Provided that the Procuring Agency shall extend the deadline for submission of bids, if such an addendum is issued within last three (03) days of the bid submission deadline.

## C. Preparation of Bids

### 1. Documents Constituting the Bids

1.1. The bids prepared by the bidders shall constitute the following components: -

1.1.1. Forms of bid and Bid Prices completed in accordance with ITB 10 and 11;

1.1.2. Documentary evidence established in accordance with ITB 8 that services to be provided by the bidder are eligible services, and conform to the bidding documents;

1.1.3. Documentary evidence established in accordance with ITB 9 that the bidder is eligible and/or qualified for the subject bidding process;

1.1.4. Documentary evidence established in accordance with ITB 9.3 that the bidder has been authorized to provide the services;

1.1.5. Bid security or Bids Securing Declaration furnished in accordance with ITB 14; and

1.1.6. Any other document required in the BDS.

### 2. Documents Establishing Eligibility of the Services and Conformity to bidding documents

2.1. To establish the conformity of the Non-Consulting Services to the Bidding document, the bidder shall furnish as part of its bid the documentary evidence that services provided conform to the requirements.

2.2. Standards for the provision of the Non-Consulting Services are intended to be descriptive only and not restrictive.

### 3. Documents Establishing Eligibility and Qualification of the Bidder

3.1. Pursuant to ITB 8, the bidder shall furnish, as part of its bid, all those documents establishing the bidder's eligibility to participate in the bidding process and/or its qualification to perform the contract if its bid is accepted.

3.2. The documentary evidence of the bidder's eligibility to bids shall establish to the satisfaction of the procuring agency that the bidder, at the time of submission of its bid, is from an eligible country as defined in Section-IV titled as "Eligible Countries".

3.3. The documentary evidence of the bidder's qualifications to perform the contract if its bid is accepted shall establish to the satisfaction of procuring agency that:

3.3.1. the bidder has the financial, technical, and supply/production capability necessary to perform the Contract, meets the qualification criteria specified in BDS.

3.3.2. that the bidder meets the qualification criteria listed in the Bids Data Sheet.

### 4. Form of Bid

**4.1. The bidder shall fill the Form of Bid furnished in the bidding documents. The Bid Forms must be completed without any alterations to its format and no substitute shall be accepted.**

### 5. Bids Prices

5.1. The Bids Prices quoted by the bidder in the Forms of Bid and in the price schedule shall conform to the requirements specified or exclusively mentioned hereafter in the bidding document.

5.2. All items in the Schedule of Requirements must be listed and priced separately in the Price Schedules. If a Price Schedule shows items listed but not priced and neither explicitly mentioned, their prices shall be construed to be included in the prices of other items.

5.3. The Bid price to be quoted in the Forms of Bid in accordance with ITB 12 shall be the total price of the bid, excluding any discounts offered.

5.4. The bidder shall indicate on the appropriate Price Schedule, the unit prices (where applicable) and total bid price of the services, it proposes to provide under the contract.

5.5. Prices quoted by the bidder shall be fixed during the currency of the contract and not subject to variation on any account. A bid submitted with an adjustable price will be treated as non-responsive and shall be rejected pursuant to ITB 28, unless otherwise price adjustment is permissible under Conditions of the Contract. (May be reviewed)

## **6. Price Adjustment**

6.1. Price adjustment shall not be applicable on the contract with less than 12 months period.

6.2. Procuring agency may increase the remuneration of the human resources involved in non-consultancy services upto maximum 15% on annual basis.

**6.3. Procuring agency shall incorporate the provisions to allow wage rate in compliance with Federal Government's minimum wage notification, subject to the condition that clause 11.2 shall not be applicable in that case.**

## **7. Bids Currencies**

7.1. Prices shall be quoted in Pakistani Rupees unless otherwise specified in the BDS.

## **8. Bid Validity Period**

8.1. Bid(s) shall remain valid for the period specified in the BDS after the bid submission deadline prescribed by the Procuring Agency. A Bid valid for a shorter period shall be rejected by the Procuring Agency as non-responsive. The period of bid validity will be determined from the complementary bid securing instrument i.e. the expiry period of bid security or bid securing

declaration as the case may be.

## **9. Bid Security or Bid Securing Declaration**

9.1. Unless otherwise specified in the BDS, the bidder shall furnish as part of its bid, in the amount and currency specified in the BDS or Bid Securing Declaration on the format provided in Section VI (Bid Forms) The scanned copy of the Bids Security shall be uploaded in the EPADS v2.0 while submitting bid, whereas the original forms of Bid Security shall be submitted to the procuring agency before the bid submission deadline. The bidder who failed to submit the original bid security before the submission deadline shall be disqualified straightaway.

9.2. The Bid Security or Bid Securing Declaration is required to protect the Procuring Agency against the risk of Bidder's conduct which would warrant the security's forfeiture, pursuant to ITB 17.5

9.3. The Bid Security shall be payable promptly upon written demand by the Procuring Agency in case any of the conditions listed in 14.5 are invoked.

9.4. Unsuccessful Bidders' Bid Security will be discharged or returned as promptly as possible after the award of contract, however in no case later than thirty (30) days after the expiration of the period of Bid Validity prescribed by the Procuring Agency pursuant to ITB 13. The Procuring Agency shall make no claim to the amount of the Bid Security, and shall promptly return the Bid Security document, whichever of the following that occurs earliest:

9.4.1. the expiry of the Bid Security;

9.4.2. the entry into force of a procurement contract and the provision of a Performance Guarantee, for the performance of the contract if such a guarantee, is required by the bidding document;

9.4.3. the rejection by the Procuring Agency of all Bids;

9.4.4. the withdrawal of the Bid prior to the deadline for the submission of bids, unless the bidding document stipulate that no such withdrawal is permitted.

9.5. The Bid Security may be forfeited or the Bid Securing Declaration executed:

9.5.1. if a bidder:

9.5.1.1. withdraws its bid during the period of bid validity as specified by the Procuring Agency, and referred by the bidder in the Forms of Bid, except as provided for in the ITBs; or

9.5.1.2. does not accept the correction of errors pursuant to ITB 26; or

9.5.2. in the case of a successful bidder fails:

9.5.2.1. **to sign the contract in accordance with ITB 32; or**

9.5.2.2. **to furnish Performance Guarantee in accordance with ITB 33.**

**9.6. The bid security shall be valid for a period specified in BDS. Bids with shorter bid security validity period shall be rejected straight away.**

## **10. Alternative Bids by Bidders**

10.1. Alternatives will not be considered, unless specifically allowed for in the BDS.

10.2. When alternative times for completion are explicitly invited, a statement to that effect will be included in the BDS and the method of evaluating different time schedules will be described in Evaluation and Qualification Criteria.

## **11. Withdrawal, Substitution, and Modification of Bids**

11.1. Before Bids submission deadline, any bidder may withdraw, substitute, or modify his bid after it has been submitted.

## **12. Format and Signing of Bids**

12.1. The bidder shall prepare and submit his bid with due diligence after carefully reading all the terms and conditions before submission through EPADS v2.0.

12.2. Any interlineations, erasures, or overwriting shall be valid only if they are signed by the person(s) signing the forms of bid.

## D. Submission of Bids

### 1. **Submission of Bids through EPADS v2.0 before Dead deadline**

1.1. The Technical and Financial Bids as the case may be, shall be submitted in the due portion of the EPADS v2.0, before bid submission deadline. The bid submission option shall be automatically disabled once the deadline is over.

1.2. The Procuring Agency may, under exceptional circumstances and at its discretion, extend the deadline for the submission of bids by amending the Bidding Documents in accordance with ITB 8. In such a case, all rights and obligations of the Procuring Agency and the Bidders that were previously subject to the original deadline shall thereafter be subject to the revised deadline.

## E. Opening and Evaluation of Bids

### 1. **Opening & Evaluation of Bids by the Procurement Cell**

1.1. As per Rule 10 of Public Procurement Rules, 2025  
(PA to establish a Procurement Cell which shall carryout procurements a per Rule 10 of Public Procurement Rules, 2025)

### 2. **Opening & Evaluation of Bids by the Bid Evaluation Committee**

2.1. As per Rule 11 of Public Procurement Rules, 2025  
(PA to constitute odd number Bid Evaluation Committee for the purpose of bid opening and evaluation of all procurements with an estimated value up

to two billion rupees)

### 3. **Third Party Validation**

3.1. **In compliance with Rule 12** of Public Procurement Rules, 2025, the third-party validation committee or firm shall validate all procurements above five hundred million and up to two 2 billion rupees. The third-party validation shall be conducted at specifications, bidding documents preparation, technical (if any) & final evaluation stages.

### 4. **External Bid Evaluation Committee**

4.1. **As per Rule 13 of Public Procurement Rules, 2025**, procurements with an estimated value above two billion rupees shall be opened and evaluated by the Procuring Agency's notified External Bid Evaluation Committee.

### 5. **Opening of Bids**

5.1. The Procuring Agency will open all bids through EPADS, in the presence of bidders' or their representatives who choose to attend, and other parties with a legitimate interest in the bid proceedings at the place, on the date and at the time, specified in the **BDS**. The Bidders' representatives present shall sign attendance sheet as proof of their attendance.

5.2. The bids shall be opened one at a time, and the following read out and recorded: (a) the name of the bidder; (c) the presence of a bid security, if required; and (d) any other details as the procuring agency may consider appropriate.

5.3. No bid will be rejected at the time of bid opening except for bids whose bid security has not been provided to the procuring agency before submission deadline.

5.4. The procuring agency shall prepare minutes of the bid opening. The record of the bid opening shall include, as a minimum: the name of the bidder and the bid price, if applicable.

### 6. **Confidentiality**

6.1. Information relating to the examination, clarification, evaluation and comparison of bids and recommendation of contract award shall not be disclosed to bidders or any other person(s) not officially concerned with such process, until the time of the announcement of the respective evaluation report.

6.2. Any effort by a bidder to influence the procuring agency processing of bids or award decision may result in the rejection of his bid.

## **7. Preliminary Examination of Bids**

7.1. Prior to the detailed evaluation of bids, the procuring agency will determine whether each bid:

7.1.1. meets the eligibility criteria defined in **ITB 3**;

7.1.2. has been prepared as per the format and contents defined by the procuring agency in the bidding document;

7.1.3. is accompanied by the required securities; and

7.1.4. is substantially responsive to the requirements of the bidding document.

7.2. The procuring agency will confirm that the documents and information specified under **ITB 9,10 and 11** have been provided in the bids. If any of these documents or information is missing, or is not provided in accordance with the Instructions to Bidders, the bids shall be rejected.

7.3. If a bid is not substantially responsive, it will be rejected by the procuring agency and may not subsequently be evaluated for complete technical responsiveness.

## **8. Examination of Terms and Conditions, Technical Evaluation**

8.1. The procuring agency shall evaluate the technical aspects of the bids submitted in accordance with **ITB 21**, to confirm that all requirements specified in **Evaluation Criteria, Technical Specifications and Schedule of Requirements**, prescribed in the bidding document have been

met without material deviation or reservation.

8.2. If after the examination of the terms and conditions and the technical evaluation, the procuring agency determines that the bid is not substantially responsive in accordance with **ITB 21**, it shall reject the bids.

## 9. Correction of Errors

9.1. Bids determined to be substantially responsive will be checked for any arithmetic errors. Errors will be corrected as follows: -

9.1.1. if there is a discrepancy between unit prices and the total price that is obtained by multiplying the unit price and quantity, the unit price shall prevail, and the total price shall be corrected, unless in the opinion of the procuring agency there is an obvious misplacement of the decimal point in the unit price, in which the total price as quoted shall govern and the unit price shall be corrected;

9.1.2. if there is an error in a total corresponding to the addition or subtraction of sub-totals, the sub-totals shall prevail and the total shall be corrected; and

9.1.3. where there is a discrepancy between the amounts in figures and in words, the amount in words will govern.

9.1.4. Where there is discrepancy between grand total of price schedule and amount mentioned on the Forms of bid, the amount referred in Price Schedule shall be treated as correct subject to elimination of other errors.

9.2. The amount stated in the bid will be adjusted by the procuring agency in accordance with the above procedure for the correction of errors and, with the concurrence of the bidder that shall be considered as binding upon the bidder. If the Bidder does not accept the corrected amount, his bid will then be rejected, and the Bid Security may be forfeited or the Bid Securing Declaration may be executed in accordance with **ITB 17**.

## 10. Conversion to Single Currency

10.1. As per Rule 30(2) of Public Procurement Rules, 2004.

## 11. Evaluation of Bids

11.1. The procuring agency shall evaluate bids in accordance with Rule 30 of Public Procurement Rules, 2004 and compare only those bids determined to be substantially responsive, pursuant to **ITB 24**.

11.2. In evaluating the Technical Bids of each Bidder, the Procuring Agency shall apply the evaluation criteria and methodologies specified in the Bid Data Sheet (BDS) and in accordance with the Statement of Requirements and Technical Specifications. No other evaluation criteria or methodologies shall be permitted.

11.3. In case of tie of bids, the bidders shall be provided an opportunity to offer their best and final monetary offer through EPADS. However, in no case the rates shall be higher than the original financial bids.

11.4. The Procuring agency evaluation of a bid will take into account:

11.4.1. the bid price, excluding provisional sums and the provision, if any, for contingencies in the summary bill of quantities, but including day work items, where priced competitively;

11.4.2. price adjustment for correction of arithmetic errors in accordance with **ITB 26**;

11.5. converting the amount resulting from applying (a) and (b) above, if relevant, to a single currency in accordance with **ITB 27**;

11.6. The estimated effect of the price adjustment provisions of the Conditions of Contract, applied over the period of execution of the Contract, shall not be taken into account in bid evaluation.

11.7. If these bidding documents allow bidders to quote separate prices for different lots, and the award to a successful bidder of multiple lots, the methodology of evaluation to determine the lowest evaluated lot combinations in the Form of Bid, is specified in the **BDS**.

## 12. Determination of Most Advantageous Bids

12.1. Selection technique will be adopted for determining the Successful Bid in accordance with the criteria referred in the **BDS** or prescribed in the separate section titled as Evaluation Criteria.

### **13. Abnormally Low Financial Bids**

13.1. Procuring agency may reject a bid if it has determined that the price, in combination with other constituent elements of the bid, is abnormally low in relation to the subject matter of the procurement, such that it raises material concerns on the part of the procuring agency, as to the ability of the bidder to perform the procurement contract satisfactorily for the offered price.

A procuring agency shall not reject a bid as abnormally low under sub-clause (1) above unless the procuring agency -

13.1.1. requested in writing through EPADS from the bidder a written clarification of his bid, including a detailed price analysis of his bid price in relation to the subject matter of the procurement contract, scope, methodology, schedule, allocation of risks and responsibilities and any other requirements of the bidding document; and

13.1.2. having taken account, the information provided by the bidder in response to a request under paragraph (a) and the information included in the bid, the procuring agency determines that the bidder has failed to demonstrate its ability to perform the procurement contract satisfactorily for the offered price.

The procuring agency shall promptly communicate to the bidder concerned its decision to reject the bid, including the reasons for the decision.

### **14. Rejection of Bids**

14.1. As per Rule 33 of the Public Procurement Rules, 2004

### **15. Cancellation of procurement**

15.1. As per Rule 46 of Public Procurement Rules, 2025

## **16. Single Responsive Bid**

16.1. The procuring agency may consider single responsive subject to underlying conditions of Rule 38(b) of the Public Procurement Rules, 2004.

## **17. Alternate Dispute Resolution (ADR)**

17.1. As per Rule 66 of Public Procurement Rules, 2025

## **18. Arbitration Clause**

18.1. (Appointing Authority for the Arbitrator shall be Chief Justice of Honorable Islamabad High Court OR Managing Director (PPRA) OR Secretary (Ministry of Law & Justice),

## **19. Fee of the Arbitrator**

19.1. The fee shall be specified in PKR as determined by the Appointing Authority and shall be shared equally by each party.

## **20. Socio-economic development**

20.1. As per Rule 63 of Public Procurement Rules, 2025, PA to encourage the inclusiveness of small and medium enterprises, and marginalized groups by according preferences in line with the notified policies of the Federal Government

## **21. Environmental objectives**

21.1. As per Rule 64 of the Public Procurement Rules, 2004, The procuring agency may seek to procure services with a reduced environmental impact throughout their life cycle when compared to services with the same primary function that may otherwise be procured.

## **F. Award of Contract**

## 1. Appointment of Contract Manager

1.1. The procuring agency shall designate a Contract Manager for each procurement or class of procurement who shall manage the contract as per Rule 58 & 59 of the Public Procurement Rules, 2004.

## 2. Criteria of Award

2.1. The procuring agency will award the Contract to the bidder whose bid has been determined to be substantially responsive to the bidding document and who has been declared as Successful Bid .

## 3. Procuring Agency's Right to reject All Bids

3.1. The procuring agency reserves the right to reject all the Bids and to annul the procurement process at any time prior to acceptance of the bid(s), without thereby incurring any liability to the affected bidder(s).

3.2. Notice of the rejection of all bids shall be given promptly to all bidders that have submitted the bids. The procuring agency shall upon request communicate to any bidder the grounds for the rejection of his bid, but is not required to justify those grounds.

## 4. Procuring Agency's Right to Vary Quantities at the Time of Award

4.1. The procuring agency reserves the right, at the time of contract award, to increase or decrease not more than 15% of the original scope of related services originally specified in the Schedule of Requirements, provided that such variation does not exceed the percentage indicated in the **Bid Data Sheet (BDS)**. This adjustment shall be made without any change in the unit price or other terms and conditions of the Bids and Bidding Documents.

## 5. Notification of Award

5.1. Prior to the award of contract, the procuring agency shall issue a Final Evaluation Report giving justification for acceptance or rejection of the bids.

5.2. Bidder whose bid has been accepted, will be notified for the award by the Procuring Agency prior to expiration of the Bid Validity period through EPADS. The Letter of Acceptance will state the sum that the procuring agency will pay the successful bidder in consideration for the execution of the scope of works as prescribed by the Contract (hereinafter and in the Contract called the "Contract Price).

5.3. The notification of award will constitute the formation of the Contract, subject to the condition that bidder furnish the Performance Guarantee and signing of the contract.

## 6. **Signing of Contract**

6.1. Promptly after notification of award, Procuring Agency shall send the successful bidder the draft agreement, incorporating all terms and conditions as agreed by the parties to the contract. The successful bidder and the procuring agency shall sign the contract.

## 7. **Performance Guarantee**

7.1. After the receipt of the Letter of Acceptance, the successful bidder, within the specified time, shall deliver to the Procuring Agency a Performance Guarantee in the amount and in the form stipulated in the **BDS and SCC**, denominated in the type and proportions of currencies in the Letter of Acceptance and in accordance with the Conditions of Contract.

7.2. Failure of the successful bidder to comply with the requirement of **ITB 49.1** shall constitute sufficient grounds for the annulment of the award and forfeiture of the bid security, in which event the procuring agency may make the award to the next ranked bidder or call for new bids.

## 8. **Advance Payment**

8.1. The Procuring Agency will provide an Advance Payment as stipulated in the Conditions of Contract, subject to a maximum amount, as stated in the **BDS**. The Advance Payment request shall be accompanied by an Advance Payment Guarantee in the form provided in Contract Forms.

## 9. **Arbitration**

9.1. The Arbitrator shall be appointed by mutual consent of the both parties as per the provisions specified in the **SCC**.

## **10. Corrupt & Fraudulent Practices**

10.1. Procuring Agencies (including beneficiaries of Government funded projects and procurement) as well as Bidders/Contractors under Government financed contracts, observe the highest standard of ethics during the procurement and execution of such contracts, and will avoid to engage in any corrupt and fraudulent practices.

## **G. Grievance Redressal & Complaint Review Mechanism**

### **1. Constitution of Grievance Redressal**

1.1. Procuring agency shall constitute a Grievance Redressal Committee (GRC) comprising of an odd number of persons with proper power and authorization to address the complaint. The GRC shall not have any of the members of Procurement Evaluation Committee. The committee must have one subject specialist depending the nature of the procurement.

### **2. GRC Procedure**

2.1. Any aggrieved party or bidder as the case may be, may file grievance in accordance with Rule 48 of the Public Procurement Rules, 20 and Redressal of Grievance Regulations, 2022

## **H. Blacklisting/ Debarment**

### **1. Procedure for Blacklisting/Debarment**

1.1. The procuring agency may initiate blacklisting proceedings against contractor/supplier in accordance with Rule-19 of the Public Procurement Rules, 2004, Mechanism for Blacklisting, Debarment Regulations, 2024 and "procedure for filling and disposal of review petition under rule-19(3) of the Public Procurement Rules, 2004.



## Bid Data Sheet

# Bids Data Sheet (BDS)

The following specific data for the procurement of Goods to be procured shall complement, supplement, or amend the provisions in the Instructions to Bidders (ITB). Whenever there is a conflict, the provisions herein shall prevail over those in ITB.

## **BDS Clause Number**

### **ITB Number**

## **Amendments of, and Supplements to, Clauses in the Instruction to Bidders**

### **A. Introduction**

#### **BDS Clause Number 1**

##### **ITB Number 1.1**

Name of Procuring Agency: **FESCO (Faisalabad Electric Supply Company (FESCO))**

The subject of procurement is: **Hiring of HR Service Provider Firm to Outsource Line Staff (ALM & LM)**

Expected commencement date: **Friday, September 4, 2026**

#### **BDS Clause Number 2**

##### **ITB Number 2.1**

Financial year for the operations of the Procuring Agency: **2025-26**

Name and identification number of the Contract: **P26423**

#### **BDS Clause Number 3**

##### **ITB Number 4.6**

JV/Consortium or Association Allowed: **Yes**

Number of JV/Consortium Members: **02**

### **B. Bidding Documents**

#### **BDS Clause Number 4**

##### **ITB Number 7.1**

The Bidders may seek clarifications through **EPADS v2.0**: Clarification Date: Monday, May 11, 2026

Pre-Bid Meeting: Tuesday, May 12, 2026 11:00 AM

Venue: Office of the GM (Operation) FESCO, FESCO HQs, West Canal Road Abdullahpur Faisalabad

### **BDS Clause Number 5**

#### **ITB Number 8.1**

Any addendum, in case issued, shall be published on **FESCO (Faisalabad Electric Supply Company (FESCO))** website and on **EPADS v2.0**.

### **BDS Clause Number 6**

#### **ITB Number 9.1**

List of documents required along with the bid:

1. 1. BID SECURITY (Original) MUST BE DEPOSITED WITH FESCO WELL BEFORE OPENING OF TENDER
2. Following documents shall be submitted along with the bids: Technical Bid:a) All Bid Forms except Financial Forms and Price Schedule which shall be submitted separately as 2nd Envelop.b) Bid Security c) Firm/Company Registration Certificated) Active NTN/ATLe) Affidavit of non judicial Stamp paper that company is not blacklisted/debarred by any organization and further no any case has been registered at any court/law enforcement agency.f) GST and PST (Where applicable)
3. g) EOBI agreement/Affiliation and contribution of last 06Months h) Agreement/ Affiliation with concerned provincial/federal Employees Social Security Organization and the contribution details of last 06 Months i) Copies of Agreements with clients with monthly billing as per evaluation criteria. j) Financial Audited Reports as mentioned in Technical Evaluation k) Account Maintenance Certificate from the Bank l) Credit Facility from bank (if available)
4. m) Bank Statement as mentioned in Technical Evaluation n) Detail of Managerial Employees o) Detail of Employees/Labour already employed (List with organization details and duration of contract) p) Proof of salary transferred to employees of the Firm through Bank q) Proof of salary transferred to employees provided to clients r) Any other document(s) as required under Technical evaluation.

**BDS Clause Number 7**

**ITB Number 11.1**

The qualification criteria to establish the supply / production capability of the bidder.

*see Eligibility Criteria*

**BDS Clause Number 8**

**ITB Number 7.6**

**Services and Their related documents:**

*See section Required Services and Scope of Work*

**BDS Clause Number 9**

**ITB Number 13.1 & 13.2**

Price schedule will be provided according to the format defined and acquired.

*see section price schedule.*

**BDS Clause Number 10**

**ITB Number 7.6.2**

**Specifications:**

*see section of specifications.*

**C. Preparation of Bids**

**BDS Clause Number 11**

**ITB Number 13.5**

The price shall be **Fixed**.

**BDS Clause Number 12**

**ITB Number 15.1**

Currency of the Bids shall be : **PKR**

**BDS Clause Number 13**

**ITB Number 16.1**

The Bids/Bid Validity period shall be: **180 Days**

**BDS Clause Number 14**

**ITB Number 17.1**

The amount of Bid Security shall be as defined in Bid Security Section for items and lots given in **BDS 6**

The Bid Security shall be in the form of: **Pay Order, Banker's Cheque, Call at Deposit, Bank Guarantee, Demand Draft**

**BDS Clause Number 15**

**ITB Number 17.3**

The Bids security shall be valid for twenty-eight (28) days beyond the expiry of the Bids validity period specified in the bidding documents, for example the bid validity is 180 days so the bid security shall be valid for  $180+28 = 208$  days.

**BDS Clause Number 16**

**ITB Number 18.1**

Alternative Bids to the requirements of the bidding documents will not be permitted.

## D. Submission of Bids

**BDS Clause Number 17**

**ITB Number 21.1**

Bid shall be submitted online on EPADS v2.0 whereas hard copy of the bid security should be submitted to the following;

**Office of the General Manager (Operation) FESCO HQs, West Canal Road Faisalabad, Faisalabad City, Faisalabad (District), Faisalabad Division (Division), Punjab (Province).**

Bids that are not submitted on EPADS v2.0 shall be disqualified.

The deadline for Bids submission is: **Wednesday, May 20, 2026 11:30 AM**

## E. Opening and Evaluation of Bids

**BDS Clause Number 18**

**ITB Number 26.1**

The Bids opening shall take place on **EPADS v2.0**.

Day : **Wednesday**

Date: **Wednesday, May 20, 2026**

Time : **12:00 PM**

**BDS Clause Number 19**

**ITB Number 32.1**

Selection technique adopted will be: **Quality and Cost Based Selection (QCBS)**

*see Evaluation Criteria*

## F. Award of Contract

**BDS Clause Number 20**

**ITB Number 49.1**

The Performance guarantee shall: **5.00%**.

The Performance Guarantee shall be acceptable in the form of: **Pay Order, Banker's Cheque, Call at Deposit, Bank Guarantee, Demand Draft**

**21.**

**51.1**

Arbitrator shall be appointed by mutual consent of the both parties.

## G. Review of Procurement Decisions

**BDS Clause Number 22**

**ITB Number 53.1**

Grievance against this procurement shall be submitted online on EPADS v2.0.

## Eligibility Criteria

Bidder's Type	Required Registration
Individual / Individual Consultant	NADRA CITIZENSHIP (CNIC/NICOP)
Sole Proprietorship	FBR (NTN)
Partnership Firm	FBR (GSTN)
Company (Private Limited)	
Company (Public Limited)	
Company (Holding Company)	
Company (Limited by Guarantee)	
State Owned Enterprise (Private Limited)	
State Owned Enterprise (Public Limited)	

Eligibility Criteria	Document
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Minimum (70Marks) marks in the Technical Evaluations are required by the bidder to qualify for financial evaluation. Note:- 2: 1. Any false/wrong information/report by a firm will lead to rejection in bid.2. Any firm which is blacklisted or debarred from participation or against which a case has been registered at any court/law enforcement agency is not eligible to participate in EOI. 3. The financial Bid of only those bidders will be opened who will qualify on technical grounds.	Yes
4. Evaluation score will be determined on the basis of Quality and Cost based selection method 5. Bidders obtaining at least 70 Marks shall be considered technically responsive. 6. Financial bids of only technically responsive bidders shall be opened accordingly on EPADS. 7. Weightage for the Final Evaluation will be measured to technical bid points scored at 70 percent and financial bid at 30 percent to determine a total evaluated score.	Yes
8. The bidder with the highest evaluated score will be awarded the contract.	Yes
Instructions for Price Schedule:A. The unit price under Price Schedule for Sr. No. 1 (LM) shall contain:-1. Minimum Wage of Rs 45000/-2. EOBI as per law3. PESSI as per law4. Uniform as per standard of FESCO5. Training Charges from RTC/CTC FESCO.6. Management Cost of the Company7. Other benefits / perks admissible under labor law	Yes
Instructions for Price Schedule: B. The unit price under Price Schedule for Sr. No. 2 (ALM) shall contain:- 1. Minimum Wage of Rs 40000/- 2. EOBI as per law 3. PESSI as per law 4. Uniform as per standard of FESCO 5. Training Charges from RTC/CTC FESCO. 6. Management Cost of the Company 7. Other benefits / perks admissible under labor law	Yes
Special Condition for Joint Venture: Apropos to Clause 4.9 on page-6 of the Bidding Document, the parties in the JV, jointly, must meet the eligibility criteria as specified in the BDS to sensitize the spirit of PPRA Rules for a fair competition. This special provision supersede the aforesaid clause 4.9.	Yes
Note:- The unit price for Sr. No. 1 & 2 shall also include all taxes except applicable provincial Sales Tax.	No

## Evaluation Criteria

## Quality and Cost Based Selection (QCBS)

<b>Technical Marks</b>	<b>100</b>
<b>Passing Marks</b>	<b>70</b>
Technical Evaluation Criteria	



A. Firm/Company Profile (Mandatory Criteria must be fulfilled to qualify for Technical Evaluation) (Qualitative)(Doc Required)

A. Firm/Company Profile (Mandatory Criteria must be fulfilled to qualify for Technical Evaluation) **(25)**

Legal Status/ Registration: The firm is legally registered (SECP/ PEC or relevant Authority) and possesses valid NTN (Relevant Certificates must be provided). General Experience shall be counted from the first contract of the Company (Copy must be attached). 1) Above 10 Years Experience=05 Marks 2) 06 to 10 Years Experience =03 Marks 3) 03 to 05 Years Experience =02 Marks Valid registration certificate issued by relevant Authority to be provided along with NTN (must be on ATL). (minimum 03-years) **(5)**

HR Service Provider Experience: The firm must have HR Service provider Experience in services-based projects, having Human Resource Management in the Project Scope. HR Service Experience shall be counted from the date of the first Contract awarded to the Company, as follows: 1) Above 5 years experience=10 Marks 2) Above 03 to 5 years experience=05 Marks 3) Minimum 3 years experience=02 Marks. Relevant Documents to be provided in the form of duly endorsed and signed Contracts with the Government / Semi-Government / Autonomous Bodies Institutions / Private Organization, clearly demonstrating the nature of services and the Human Resource Management Component. Satisfactory completion certificate from client served must be attached with the Bid. (minimum 03-years experience) **(10)**

Relevant Experience in Technical or Semi-Skilled Services Proven experience in providing skilled manpower for energy, electrical, Mechanical or Civil utilities or infrastructure projects. Relevant Experience shall be counted from the first contract awarded for provision of Manpower: 1) Above 5 years experience =10 Marks 2) Above 03 to 5 years experience =07 Marks 3) Minimum 03 years experience =05 Marks. Relevant Documents to be provided in the form of duly endorsed signed Contracts with the Government / Semi-Government / Autonomous Bodies Institutions / Private Organization. Satisfactory completion certificate from client served must be attached with the Bid. (minimum 03-years experience) **(10)**

B. Customers & HR Capacity Building (Qualitative)(Doc Required)

10

Customers & HR Capacity Building **(10)**

Corporate Customers with minimum monthly billing of Rs 20M and above. The firm must have corporate customers in services-based projects, having Human Resource Management in the Project Scope, with a minimum monthly billing of PKR 20 million or above per customer, during the last Five (05) Years, as follows: 1) 05 No. Customers=05 Marks 2) 02 to 04 No. Customers =03 Marks 3) 01 No. customer = 02 Marks 4) Otherwise = 0 Marks Relevant documents to be provided in the form of duly endorsed and signed Contracts with the Government / Semi-Government / Autonomous Bodies Institutions / Private Organization, which must clearly demonstrate: • The nature of services • The Human Resource Management in the Project Scope • Minimum monthly billing of PKR 20 million or above **(5)**

Experience in arranging Training and Capacity Building of Human Resource The firm must have experience in arranging Training and Capacity Building of Human Resource. Marks shall be awarded based on the number of trainees for whom trainings arranged (internal/external), during the Last Five (05) Years, as follows: 1) 200-300 trainees =05 Marks 2) 100-199 trainees=03 Marks 3) 50-100 trainees=02 Marks 4) Otherwise= 0 Marks Relevant documents to be provided in the form of: • Duly endorsed and signed Contracts with the Government / Semi-Government / Autonomous Bodies Institutions / Private Organization, (if arranged). • Attendance Reports of Training & Development duly endorsed by the Nominee of Respective Institution. **(5)**

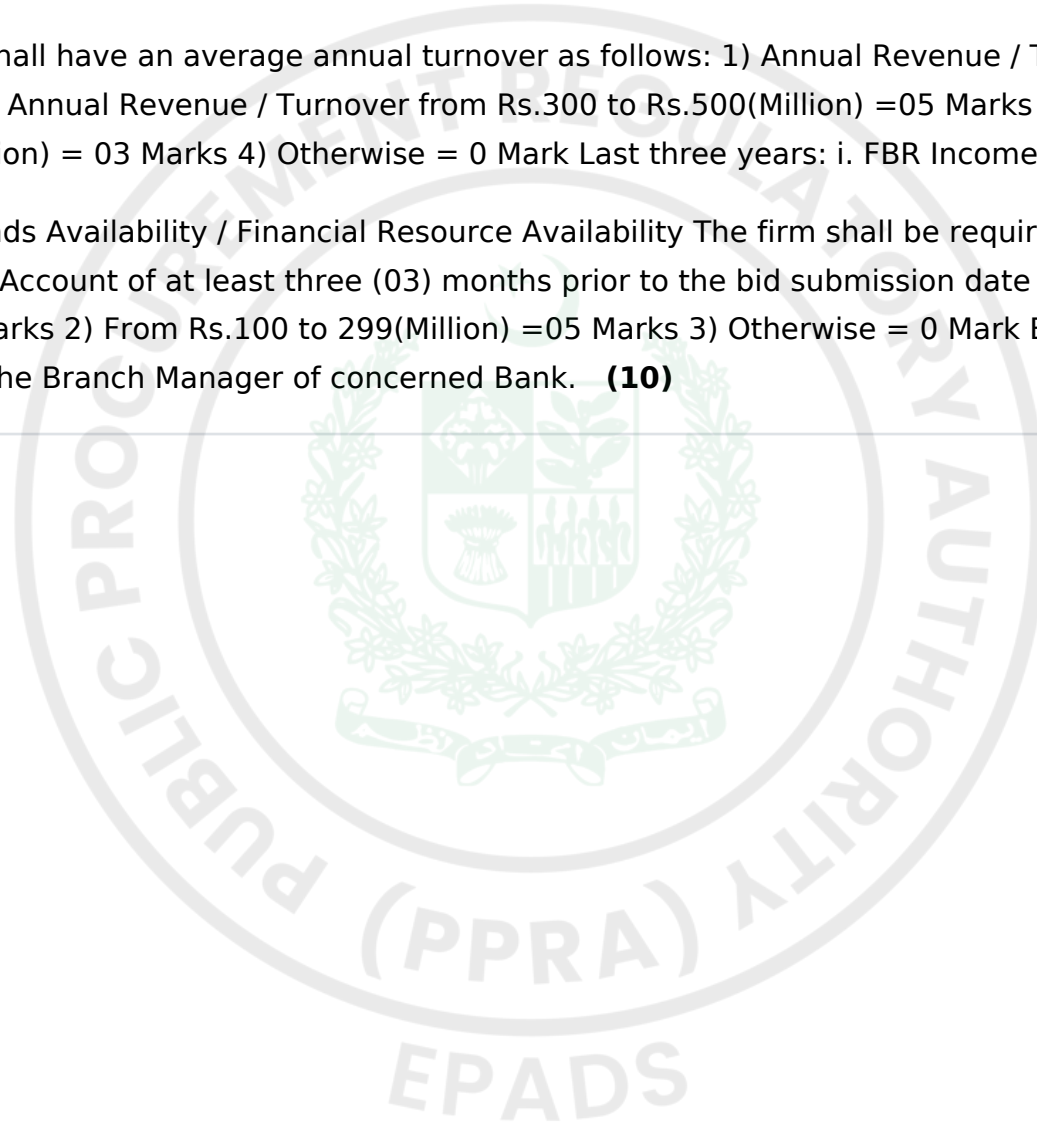
C. Organizational Strength (Qualitative)(Doc Required)

20

Organizational Strength **(20)**

Financial Position The firm shall have an average annual turnover as follows: 1) Annual Revenue / Turnover more than Rs.500(Million)=10 Marks 2) Annual Revenue / Turnover from Rs.300 to Rs.500(Million) =05 Marks 3) Annual Revenue / Turnover above Rs. 200(Million) = 03 Marks 4) Otherwise = 0 Mark Last three years: i. FBR Income Tax Returns **(10)**

Financial Sustainability / Funds Availability / Financial Resource Availability The firm shall be required to demonstrate an average balance in its Bank Account of at least three (03) months prior to the bid submission date as follows. 1) Rs. 300(Million) & above =10 Marks 2) From Rs.100 to 299(Million) =05 Marks 3) Otherwise = 0 Mark Bank Statement to be provided duly endorsed by the Branch Manager of concerned Bank. **(10)**



D. Management and Employees of the Firm/Company (Qualitative)(Doc Required)

25

Management and Employees of the Firm/Company **(25)**

Managerial Employees The firm shall have qualified Engineering Professionals on its payroll, having B.Sc. degree in Engineering, as detailed below: 1) 4 & Above Employees = 07 Marks 2) 2 to 3 Employees = 05 Marks 3) 01 Employee = 03 Marks 4) Otherwise = 0 Mark Following to Provide as Relevant Documents: • CV • Appointment letter • Educational Degree • PEC Certificate • Salary disbursement record of at least last 06-Months duly issued and endorsed by the concerned Bank. **(7)**

Managerial Employees The firm shall have Human Resource Management Professionals on its Payroll having degree in MBA / Masters in Human Resource Management, as detailed below: 1) Above 2 Employees = 05 Marks 2) 1 to 2 Employees = 03 Marks 3) Otherwise = 0 Mark Following to Provide as Relevant Documents: • CV • Appointment letter • Educational Degree • Salary disbursement record of at least last 06-Months duly issued and endorsed by the concerned Bank. **(5)**

Managerial Employees The firm shall have Law Professional on its Payroll having degree in LLB, as detailed below: 1) 1 Employee = 03 Marks 2) Otherwise = 0 Mark Following to Provide as Relevant Documents: • CV • Appointment letter • Educational Degree • Salary disbursement record of at least last 06-Months duly issued and endorsed by the concerned Bank. **(3)**

Skilled/Semi-Skilled/Unskilled Workers/ Manpower The firm shall have following Manpower on its Payroll, as detailed below: 1) 20 and above employees =10 Marks 2) 11 to 19 employees = 07 Marks 3) 06 to 10 employees= 05 Marks 4) 01 to 05 employees= 03 Marks 5) Otherwise = 0 Mark Following to Provide as Relevant Documents: • Appointment letters with complete details of employee • Salary disbursement record of at least last 06-Months duly issued and endorsed by the concerned Bank. **(10)**

<p>E. Regulatory Compliance (Company's own and Provided Resources) (Qualitative)(Doc Required)</p> <p>Regulatory Compliance (Company's own and Provided Resources) <b>(20)</b></p> <p>Payment of EOBI for Workers (Company's own and Provides Staff to clients) 1) 500 &amp; Above Workers =10 Marks 2) 300 to 499 Workers = 07 Marks 3) 100 to 299 Workers = 04 Marks 4) 50-100 Workers=02 Marks 5) Below 50 = 0 Mark</p> <p>Attach agreement / affiliation with EOBI and Duly submitted EOBI slips / challans during the last 06-Months <b>(10)</b></p> <p>Payment of Social Security for Workers (Company own and Provides Staff to clients) 1) 500 &amp; Above Workers =10 Marks 2) 300 to 499 Workers = 07 Marks 3) 100 to 299 Workers = 04 Marks 4) 50-100 Workers=02 Marks 5) Below 50 = 0 Mark</p> <p>Attach agreement / affiliation with PESSI / relevant authority of concerned province Duly submitted slips / challans during the last 06-Months <b>(10)</b></p>	20
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## Required Services

**Lot Title :** OUTSOURCING OF LINE STAFF (ALM/LM)

**Bid Security :** 5000000

Position	Delivery Schedule	Quantity
OUTSOURCING OF LINE STAFF (LM)	<p><b>Address:</b> Office of the DG (HR) FESCO West Canal Road Abdullahpur, Faisalabad City, Faisalabad (District), Faisalabad Division (Division), Punjab (Province).</p> <p><b>Schedule:</b> 30 Days</p> <p><b>Quantity:</b> 200</p>	200

Position	Delivery Schedule	Quantity
OUTSOURCING OF LINE STAFF (ALM)	<p><b>Address:</b> Office of the DG (HR) FESCO West Canal Road Abdullahpur, Faisalabad City, Faisalabad (District), Faisalabad Division (Division), Punjab (Province).</p> <p><b>Schedule:</b> 30 Days</p> <p><b>Quantity:</b> 2000</p>	2000

## Related Services :

Yes

OUTSOURCING OF LINE STAFF (ALM/LM)

Position	Related Services
OUTSOURCING OF LINE STAFF (LM)	1. Minimum Wages Rs 45000 2. Employee Social Security Contribution as per Law 3. EOBI Contribution as per law 4. Training from RTC/CTC 5. Group Life Insurance 6. Uniform as per FESCO standard 7. Other service benefits admissible laws of labor
OUTSOURCING OF LINE STAFF (ALM)	1. Minimum Wages Rs 40000 2. Employee Social Security Contribution as per Law 3. EOBI Contribution as per law 4. Training from RTC/CTC 5. Group Life Insurance 6. Uniform as per FESCO standard 7. Other service benefits admissible laws of labor

## Services Specifications

**Lot Title :** OUTSOURCING OF LINE STAFF (ALM/LM)

**Position:** OUTSOURCING OF LINE STAFF (LM)

**Specifications / Requirements:**

i. Age: 18 to 30-years (general age relaxation upto 5-years) ii. Qualification: Minimum qualification is Matric with Diploma/Certificate in relevant trade/HSE etc. iii. Experience: 05-years as ALM/Lineman in public/private sector. iv. Gender: Male v. Medical Category: A vi. No any physically disable person. vii. Physical Parameters: • Height: Minimum 5-ft. 4-Inches. • Chest: Minimum 32-Inches • Weight: As per Body Mass Index Chart (BMI) + 5% relaxation on upper side viii. Skill / Physical Test Required: • Push Ups / Dund: 20 in a single attempt in 03 minutes. • Lifting of weight: 30 kg in single attempt • Climbing Skills: (Tower / Ladder) Climbing upto 10 feet on tower / ladder wearing safety equipment • Pulling of Wires: In one span of 100 feet

**Position:** OUTSOURCING OF LINE STAFF (ALM)

**Specifications / Requirements:**

i. Age: 18 to 25-years (general age relaxation upto 5-years) ii. Qualification: Minimum qualification is Matric. iii. Gender: Male iv. Medical Category: A v. No any physically disable person. vi. Physical Parameters: • Height: Minimum 5-ft. 4-Inches. • Chest: Minimum 32-Inches • Weight: As per Body Mass Index Chart (BMI) + 5% relaxation on upper side vii. Skill / Physical Test Required: • Push Ups / Dund: 20 in a single attempt in 03 minutes. • Lifting of weight: 30 kg in single attempt • Climbing Skills: (Tower / Ladder) Climbing upto 10 feet on tower / ladder wearing safety equipment • Pulling of Wires: In one span of 100 feet

## Scope of Work

### Scope of Work

FESCO seeks to enhance operational services at electricity distribution system and invites HR service providers to deploy qualified technical manpower at different locations in its jurisdiction spanning over 08 Nos. Districts. The deployed Line Staff supports senior

Linemen in performing key roles including operation and maintenance, reliable power supply, system efficiency, complaint redressal, line loss reduction, and theft control.

## Objectives

- To enhance the operational and maintenance capacity of FESCO's electricity distribution system through deployment of Line Staff via reputed HR service providers/contractors.
- To ensure reliable, safe, and uninterrupted power supply to consumers by supporting senior Linemen in field operations.
- To reduce system losses, improve efficiency, and strengthen theft control measures.
- To ensure prompt response to consumer complaints and effective service delivery.
- To optimize manpower utilization through transparent, performance-driven outsourcing.

## Scope of Services

The HR Service Provider shall be responsible to deploy trained and qualified staff at designated field offices/sub-divisions of FESCO. The scope of their services includes, but is not limited to:

- Assisting the Linemen/Senior Linemen in installation, maintenance, and repair of distribution lines, transformers, and associated equipment.
- Supporting operations for uninterrupted power supply and attending to emergency breakdowns.
- Assisting in the execution of load management, outage management, and safety procedures.

- Participating in theft detection, line loss reduction, and energy conservation activities.
- Supporting consumer complaint resolution and service restoration.
- Carrying out tasks strictly in compliance with FESCO's safety standards, recovery, operational procedures, and regulatory framework.

## **Responsibilities of Service Provider**

The Service Provider shall be responsible, under supervision of HR Directorate FESCO, for:

1. Recruitment, Verification, Training through RTC/CTCs of FESCO (on rates notified as training fee, two weeks for ALM and 04-weeks for Lineman, payable to RTC FESCO), and Deployment of Line Staff shall be made in accordance with FESCO's HR specified criteria.
2. Ensuring physical and medical fitness of deployed staff.
3. The Service Provider will forward a list of shortlisted staff, as per eligibility criteria mentioned under Invitation to Bids, to HR Directorate for finalization of the process/to check the suitability after interview.
4. Maintaining an updated roster of deployed manpower, including attendance and performance records.
5. Payment of wages, social security, EOBI, insurance, and other statutory benefits as per labor laws.
6. Substituting/replacing underperforming, unfit, or absent staff immediately upon FESCO's instructions.
7. Ensuring strict compliance with labor laws, contractual obligations, and FESCO's safety protocols.

## **Monitoring & Evaluation:-**

1. FESCO shall monitor deployed Line Staff through Sub-Divisional Officers (SDOs), Line Superintendents, and Designated officers.
2. Performance will be evaluated on key indicators such as response time, quality of work, compliance with safety, theft detection support, and attendance.
3. Monthly performance reports shall be submitted by the Service Provider.
4. FESCO reserves the right to conduct surprise inspections and audits of deployment records.
5. Non-compliance may result in penalties (as decided by HR Directorate), deductions, or termination of contract in the light of relevant clauses of the Contract Agreement.

## **Deliverables**

The Service Provider shall deliver:

1. Deployment of Line Staff as per approved strength within the given timelines.
2. Monthly attendance, deployment, and wage disbursement records.
3. Verified records of social security, EOBI, and insurance coverage for all deployed manpower.
4. Monthly performance report (including operation & maintenance of system, complaint resolution statistics, theft control support, and line loss reduction contribution).
5. **Strict** Compliance with occupational health & safety requirements.

## **Operational Instructions**

1. Deployed Line Staff shall report daily to the designated Line Superintendent/SDO.
2. Duty hours shall be in line with FESCO's operational requirements, including overtime in case of emergencies.
3. Line Staff shall not be utilized for work outside FESCO's scope.
4. Contractor's staff must strictly follow FESCO's dress code, safety procedures, and work ethics.
5. Any misconduct, negligence, or safety violation shall be dealt with strictly and may result in replacement.

## Price Schedule

### For Individual Positions

#	Position Title	Quantity	Unit Price (PKR)	Total Price (PKR)	Delivery Location	Delivery Period / Year	Country of Origin
1							
2							

### For Lots

#	Lot Title	Total Lot Price (PKR)	Country of Origin
1	[Lot 1 Title]		





## General Conditions of Contract

# A. General

## 1. Definitions

1.1. Unless the context otherwise requires, the following terms whenever used in this Contract shall have the same meaning and shall be interpreted as indicated

1.1.1. "Applicable Law" means the laws and any other instruments having the force of law in the Government's Country, or in such other country as may be specified in the Special Conditions of the Contract (SC), as they may be issued and in force from time to time;

1.1.2. "The Contract" means an agreement enforceable by law;

1.1.3. "The Contract Price" means the price payable to the Contractor under the Contract for the full and proper performance of its contractual obligations;

1.1.4. "The Services" means the work to be performed by the Contractor pursuant to this Contract and as prescribed in the Specifications and Schedule of Activities included in the Contractor's Bid;

1.1.5. "Ancillary Services" means those services ancillary to the provision of Services, such as transportation and insurance, and any other incidental services, such as installation, commissioning, provision of technical assistance, training, and other such obligations of the Contractor covered under the Contract;

1.1.6. "GCC" means the General Conditions of Contract contained in this section;

1.1.7. "SCC" means the Special Conditions of Contract by which the GCC may be amended or supplemented;

1.1.8. "Day" means calendar day unless indicated otherwise;

1.1.9. "Effective Date" means the date on which this Contract comes into force and effect;

1.1.10. "The Contractor" means the individual or corporate body whose Bids to provide the Services has been accepted by the Procuring Agency;

1.1.11. "The Project Site," where applicable, means the place or places named in Bid Data Sheet and technical Specifications;

1.1.12. "Government" means the Government of Pakistan;

1.1.13. "Local Currency" means the currency of Pakistan;

1.1.14. "In Writing" means communicated in written form with proof of receipt;

1.1.15. "Completion Date" means the date of completion of the Services by the Contractor as certified by the Procuring Agency;

1.1.16. "Foreign Currency" means any currency other than the currency of the country of the Procuring Agency;

1.1.17. "Party" means the Procuring Agency or the Contractor, as the case may be, and "Parties" means both of them;

1.1.18. "Service" means any object of procurement other than goods or works;

1.1.19. "Subcontractor" means any entity to which the Bidder subcontracts any part of the Services.

## 2. **Applicable Law**

2.1. The contract shall be governed and interpreted in accordance with the laws of Pakistan, unless otherwise specified in SCC.

## 3. **Language**

3.1. The Contract as well as all correspondence and documents relating to the Contract exchanged between the Contractor and the Procuring Agency, shall be written in the **English language** unless otherwise stated in the SCC. Supporting documents and printed literature that are part of the Contract may be in another language provided these are accompanied by an accurate translation of the relevant passages in English, in which case, for purposes of interpretation of the Contract, this translation shall govern.

## 4. **Notices**

4.1. Any notice, request, or consent made pursuant to this Contract shall be in writing and shall be deemed to have been made when delivered in person to an authorized representative of the Party to whom the communication is addressed, or when sent by registered mail, telex, telegram, or facsimile to such Party at the address specified in the SCC.

## 5. **Location**

5.1. The Services shall be performed at such locations as the Procuring Agency may approve and as specified in SCC.

## 6. **Authorized Representatives / Authority of Member in charge**

6.1. Any action required or permitted to be taken, and any document required or permitted to be executed, under this Contract by the Procuring Agency or the Contractor may be taken or executed by the officials specified in the SCC.

# B. **Commencement, Completion, Modification, and Termination of Contract**

## 1. **Effectiveness of Contract**

1.1. This Contract shall come into effect on the date the Contract is signed by both parties and such other later date as may be stated in the SCC.

## 2. Commencement of Services

2.1. The Contractor shall confirm availability of Key Experts and begin carrying out the Services not later than the number of days after the Effective Date specified in the SCC.

## 3. Program schedule

3.1. Before commencement of the Services, the Contractor shall submit to the Procuring Agency for approval a Program showing the general methods, arrangements, order and timing for all activities. The Services shall be carried out in accordance with the approved Program as updated.

## 4. Starting Date/Expiration Date

4.1. The Contractor shall start carrying out the Services Five (05) days after the date the Contract becomes effective, or at such other date as may be specified in the SCC.

4.2. Unless terminated earlier pursuant to Clause **GCC 14** hereof, this Contract shall expire at the end of such time period after the Effective Date as specified in the SCC.

## 5. Entire Agreement

5.1. This Contract contains all covenants, stipulations and provisions agreed by the Parties. No agent or representative of either Party has authority to make, and the Parties shall not be bound by or be liable for, any statement, representation, promise or agreement not set forth herein.

## 6. Modification

6.1. Any modification or variation of the terms and conditions of this Contract, including any modification or variation of the scope of the Services, may only be made by written agreement between the Parties. However, each Party shall give due consideration to any modification(s) or variation(s) made by the other Party.

6.2. In cases of any modification(s) or variation(s), the prior written consent of the Procuring Agency is required.

## 7. Force Majeure

### 7.1. Definition

For the purposes of this Contract, "Force Majeure" means an event which is beyond the reasonable control of a Contractor and which makes a Contractor's performance of its obligations under the Contract impossible or so impractical as to be considered impossible under the circumstances.

### 7.2. No Breach of Contract

The failure of a Party to fulfill any of its obligations under the contract shall not be considered to be a breach of, or default under, this Contract in so far as such inability arises from an event of Force Majeure, provided that the Party affected by such an event (a) has taken all reasonable precautions, due care and reasonable alternative measures in order to carry out the terms and conditions of this Contract, and (b) has informed the other Party as soon as possible about the occurrence of such an event.

### 7.3. Extension of Time

Any period within which a Contractor shall, pursuant to this Contract, complete any action or task, shall be extended for a period equal to the time during which such Party was unable to perform such action as a result of Force Majeure.

### 7.4. Payments

During the period of their inability to perform the Services as a result of an event of Force Majeure, the Contractor shall be entitled to continue to be paid under the terms of this Contract, as well as to be reimbursed for additional costs reasonably and necessarily incurred by them during such period for the purposes of the Services and in reactivating the Service after the end of such period.

## 8. Termination

### 8.1. By the Procuring Agency

The Procuring Agency may terminate this Contract in case of the occurrence of any of the events specified in paragraphs (a) through (e) of this Clause. In such an occurrence the Procuring Agency shall give at least thirty (30) calendar days' written notice of termination to the Contractor in case of the events referred to in (a) through (d); at least sixty (60) calendar days' written notice in case of the event referred to in (e);

8.1.1. If the Contractor fails to remedy a failure in the performance of its obligations hereunder, as specified in a notice of suspension;

8.1.2. If the Contractor becomes (or, if the Contractor consists of more than one entity, if any of its members becomes) insolvent or bankrupt or enter into any agreements with their creditors for relief of debt or take advantage of any law for the benefit of debtors or go into liquidation or receivership whether compulsory or voluntary;

8.1.3. If the Contractor fails to comply with any final decision reached as a result of arbitration proceedings;

8.1.4. If, as the result of Force Majeure, the Contractor is unable to perform a material portion of the Services for a period of not less than sixty (60) calendar days;

8.1.5. If the Procuring Agency, in its sole discretion and for any reason whatsoever, decides to terminate this Contract;

### 8.2. By the Contractor

The Contractor may terminate this Contract, by not less than thirty (30) calendar days' written notice to the Procuring Agency, in case of the occurrence of any of the events specified in paragraphs (a) through (d) of this Clause.

8.2.1. If the Procuring Agency fails to pay any money due to the Contractor pursuant to this Contract and not subject to dispute within forty-five (45) calendar days after receiving written notice from the Contractor that such payment is overdue;

8.2.2. If, as the result of Force Majeure, the Contractor is unable to perform a material portion of the Services for a period of not less than sixty (60) calendar days;

8.2.3. If the Procuring Agency fails to comply with any final decision reached as a result of arbitration;

8.2.4. If the Procuring Agency is in material breach of its obligations pursuant to this Contract and has not remedied the same within forty-five (45) days (or such longer period as the Bidder may have subsequently approved in writing) following the receipt by the Procuring Agency of the Contractor's notice specifying such breach.

## C. Obligations of the Contractor

### 1. General

#### 1.1. Standard of Performance

1.1.1. The Contractor shall perform the Services and carry out the Services with all due diligence, efficiency and economy, in accordance with generally accepted professional standards and practices, and shall observe sound management practices, and employ appropriate technology and safe and effective equipment, machinery, materials and methods. The Contractor shall always act, in respect of any matter relating to this Contract or to the Services, as a faithful adviser to the Procuring Agency, and shall at all times support and safeguard the Procuring Agency's legitimate interests in any dealings with the third parties;

1.1.2. The Contractor shall employ and provide such qualified and experienced Experts and Sub-Contractors as are required to carry out the Services.

#### 1.2. Law Applicable to Services

The Contractor shall perform the Services in accordance with the Contract and in accordance with the Law of Pakistan and shall take all practicable steps to ensure that any of its Experts and Sub-Bidders, comply with the Applicable Law.

### 2. Conflict of Interests

#### 2.1. Contractor Not to Benefit from Commissions and Discounts

The remuneration of the Contractor shall constitute the Contractor's sole remuneration in connection with this Contract or the Services, and the Contractor shall not accept for their own benefit any trade commission, discount, or similar payment in connection with activities pursuant to this Contract or to the Services or in the discharge of their obligations under the Contract, and the Contractor shall use their best efforts to ensure that the Personnel, any Subcontractors, and agents of either of them similarly shall not receive any such additional remuneration.

#### 2.2. Contractor and Affiliates Not to be Otherwise Interested in Project

The Contractor agree that, during the term of this Contract and after its termination, the Contractor and its affiliates, as well as any Subcontractor and any of its affiliates, shall be disqualified from providing Services (other than the Services and any continuation thereof) for any project resulting from or closely related to the Services.

#### 2.3. Prohibition of Conflicting Activities

Neither the Bidder nor its Subcontractors nor the Personnel shall engage, either directly or indirectly, in any of the following activities:

2.3.1. during the term of this Contract, any business or professional activities in the Government's country which would conflict with the activities assigned to them under this Contract;

2.3.2. during the term of this Contract, neither the Contractor nor their Subcontractors shall hire public employees in active duty or on any type of leave, to perform any activity under this Contract;

2.3.3. after the termination of this Contract, such other activities as may be specified in the SCC.

### **3. Insurance to be Taken Out by the Contractor**

3.1. The Contractor(a) shall take out and maintain, and shall cause any Subcontractors to take out and maintain, at its (or the Sub-contractors', as the case may be) own cost but on terms and conditions approved by the Procuring Agency, insurance against the risks, and for the coverage, as shall be specified in the SCC; and (b) at the Procuring Agency's request, shall provide evidence to the Procuring Agency showing that such insurance has been taken out and maintained and that the current premiums have been paid.

### **4. Contractor's Actions Requiring Procuring Agency's Prior Approval**

4.1. The Contractor shall obtain the Procuring Agency's prior approval in writing before taking any of the following actions:

4.1.1. appointing such members of the Personnel not provided by the Contractor;

4.1.2. changing the Program of activities; and

4.1.3. any other action that may be specified in the SCC.

### **5. Reporting Obligations**

5.1. The Contractor shall submit to the Procuring Agency the reports and documents in the numbers, and within the periods as prescribed by the Procuring Agency.

### **6. Liquidated Damages**

#### **6.1. Payments of Liquidated Damages**

The Contractor shall pay liquidated damages to the Procuring Agency at the rate per day stated in the SCC for each day that the Completion Date is later than the Intended Completion Date. The total amount of liquidated damages shall not exceed the amount defined in the SCC. The Procuring Agency may deduct liquidated damages from payments due to the Contractor. Payment of liquidated damages shall not affect the Contractor's liabilities.

#### **6.2. Correction for Over-payment**

If the Intended Completion Date is extended after liquidated damages have been paid, the Procuring Agency shall correct any overpayment of liquidated damages by the Contractor by adjusting the next payment certificate. The Contractor shall be paid interest on the overpayment, calculated from the date of payment to the date of repayment, at the rates specified in SCC.

### 6.3. Lack of performance penalty

If the Contractor has not corrected a Defect within the time specified in the Procuring Agency's notice, a penalty for Lack of performance will be paid by the Contractor. The amount to be paid will be calculated as a percentage of the cost of having the Defect corrected, assessed as specified in the Contractor

## 7. Performance Guarantee

7.1. Within the time stipulated in the acceptance letter from the Procuring Agency, the successful Bidder shall furnish the Performance Guarantee in shape and amount **specified in SCC**.

7.2. The proceeds of the Performance Guarantee shall be payable to the Procuring agency as compensation for any loss resulting from the Supplier's failure to complete its obligations under the Contract.

7.3. The Performance Guarantee shall be denominated in the currency of the Contract, or in a freely convertible currency acceptable to the Procuring agency and shall be in the acceptable form as specified in **SCC**.

7.4. The Performance Guarantee will be discharged by the Procuring agency and returned to the Supplier not later than thirty (30) days following the date of completion of the Supplier's performance obligations under the Contract, including any warranty obligations, unless otherwise **specified in SCC**.

## 8. Sustainable Procurement

8.1. The Contractor shall conform to the sustainable procurement contractual provisions, if and as specified in the **SCC**.

## D. Contractor's Personnel

### 1. Description of Personnel

1.1. The titles, agreed job descriptions, minimum qualifications, and estimated periods of engagement in the carrying out of the Services of the Contractor's Key Personnel. The Key Personnel listed by title as well as by name are hereby approved by the Procuring Agency.

### 2. Removal and / or Replacement of Personnel

2.1. Except as the Procuring Agency may otherwise agree, no changes shall be made in the Key Personnel. If, for any reason beyond the reasonable control of the Contractor, it becomes necessary to replace any of the Key Personnel, the Contractor shall provide as a replacement a person of equivalent or better qualifications.

2.2. If the Procuring Agency finds that any of the Personnel have (i) committed serious misconduct or have been charged with having committed a criminal action, or (ii) have reasonable cause to be dissatisfied with the performance of any of the Personnel, then the Contractor shall, at the Procuring Agency's written request specifying the grounds thereof, provide as a replacement a person with qualifications and experience acceptable to the Procuring Agency.

2.3. The Contractor shall have no claim for additional costs arising out of or incidental to any removal and/or replacement of Personnel.

## E. Obligations of the Procuring Agency

### 1. Change in the Applicable Law

1.1. If, after the date of this Contract, there is any change in the Applicable Law with respect to taxes and duties which increases or decreases the cost of the Services rendered by the Contractor, then the remuneration and reimbursable expenses otherwise payable to the Contractor under this Contract shall be increased or decreased accordingly by agreement between the Parties, and corresponding adjustments shall be made to the amounts referred in the SCC.

### 2. Services and Facilities

2.1. The Procuring Agency shall make available to the Contractor and the Experts, for the purposes of the Services and free of any charge, the services, facilities and property described in the Terms of Reference, at the times and in the manner specified in the Terms of Reference.

2.2. In case that such services, facilities and property shall not be made available to the Contractor, the Parties shall agree on (i) any time extension that it may be appropriate to grant to the Contractor for the performance of the Services, (ii) the manner in which the Contractor shall procure any such services, facilities and property from other sources, and (iii) the additional payments, if any, to be made to the Contractor as a result thereof.

## F. Payments to the Contractor

### 1. Contract Price

1.1. The price payable shall be in Pakistani Rupees unless otherwise specified in the SCC.

### 2. Terms and Conditions of Payment

2.1. Payments will be made to the Contractor according to the payment schedule stated in the SCC and as per actual invoice submitted by the Contractor.

2.2. Unless otherwise stated in the SCC, the advance payment shall be made against the provision by the Contractor of a bank guarantee for the same amount, and shall be valid for the period stated in the SCC. Any other payment shall be made after the conditions listed in the SCC for such payment have been met, and the Contractor have submitted an invoice to the Procuring Agency specifying the amount due.

### 3. Quality Control Identifying Defects

3.1. The principle and modalities of Inspection of the Services by the Procuring Agency shall be as indicated in the SCC. The Procuring Agency shall check the Contractor's performance and notify him of any Defects that are found. Such checking shall not affect the Contractor's responsibilities. The Procuring Agency may instruct the Contractor to search for a Defect and to uncover and test any service that the Procuring Agency considers may have a Defect. Defect Liability Period is as defined in the SCC.

### 4. Correction of Defects, and Lack of Performance Penalty

4.1. The Procuring Agency shall give notice to the contractor of any Defects before the end of the Contract. The Defects liability period shall be extended for as long as Defects remain to be corrected.

4.2. Every time notice a Defect is given; the contractor shall correct the notified Defect within the length of time specified by the Procuring Agency's notice.

4.3. If the contractor has not corrected a Defect within the time specified in the Procuring Agency's notice, the Procuring Agency will assess the cost of having the Defect corrected, the contractor will pay this amount, and a Penalty for Lack of Performance.

## 5. Settlement of Disputes Amicable Settlement

5.1. The Parties shall use their best efforts to settle amicably all disputes arising out of or in connection with this Contract or its interpretation.

## 6. Dispute Settlement

### 6.1. Arbitration

If any dispute of any kind whatsoever shall arise between the procuring agency and the contractor in connection with or arising out of the Contract, including without prejudice to the generality of the foregoing, any question regarding its existence, validity or termination, or the execution of the contract, the parties shall seek to resolve any such dispute or difference by mutual consultation. If the parties fail to resolve such a dispute or difference even after negotiations or mediation, then the dispute shall be referred within fourteen (14) days in writing by either party to the Arbitrator, with a copy to the other party.

Any dispute in respect of which a notice of intention to commence arbitration has been given, in accordance with **GCC sub-clause 32.1**, shall be finally settled by arbitration. Arbitration may be commenced prior to or after completion of the Contract. Arbitration proceedings shall be conducted in accordance with Arbitration Act 1940. Notwithstanding any reference to arbitration herein, the parties shall continue to perform their respective obligations under the Contract unless otherwise agreed. The Procuring Agency shall continue to pay the Contractor any undisputed amounts due under the Contract during the resolution of any dispute.



## Special Conditions of Contract

## **SECTION VIII. SPECIAL CONDITIONS OF CONTRACT**

The following Special Conditions of Contract shall supplement the General Conditions of Contract. Whenever there is a conflict, the provisions herein shall prevail over those in the Conditions of Contract. The corresponding clause number of the GCC is indicated in parentheses.

### **Number of GC Clause**

### **Amendments of, and Supplements to, Clauses in the General Conditions of Contract**

### **Definitions**

**The Procuring Agency is:** FESCO (Faisalabad Electric Supply Company (FESCO)), General Manager Office of the General Manager (Operation) FESCO HQs, West Canal Road Faisalabad, Faisalabad City, Faisalabad (District), Faisalabad Division (Division), Punjab (Province).

### **The Supplier is:**

**The title of the subject procurement is:** Hiring of HR Service Provider Firm to Outsource Line Staff (ALM & LM)

### **Number of GC Clause 2**

### **Applicable/Governing Law:**

The Contract shall be interpreted in accordance with the laws of Islamic Republic of Pakistan

### **Number of GC Clause 3**

### **Language:**

The language of the Contract, all correspondence and communications to be given, and all other documentation to be prepared and supplied under the Contract shall be in **English**.

### **Number of GC Clause 4**

### **Notices:**

### **The addresses for the notices are:**

Procuring Agency:

FESCO (Faisalabad Electric Supply Company (FESCO)), General Manager Office of the General Manager (Operation) FESCO HQs, West Canal Road Faisalabad, Faisalabad City, Faisalabad (District), Faisalabad Division (Division), Punjab (Province).

+92-370-180-0050

gmo.fesco@hotmail.com

Contractor/ Bidder:

[Name, address and telephone number].

The Contractor/ Bidder's Representative(s)

[Name, address, telephone number and e-mail address]

**Number of GC Clause 6.1**

**The Authorized Representatives are:**

**For the Procuring Agency:**

FESCO (Faisalabad Electric Supply Company (FESCO)), General Manager  
Office of the General Manager (Operation) FESCO HQs, West Canal Road Faisalabad, Faisalabad City,  
Faisalabad (District), Faisalabad Division (Division), Punjab (Province).  
+92-370-180-0050  
gmo.fesco@hotmail.com

**For the Bidder:**

**Name:** .....

**Designation:** .....

**Address:** .....

**Number of GC Clause 7**

**Effectiveness of the contract**

The Contractor/Bidder shall be effective within ..... days from the date of signature of the Contract by both parties

**Number of GC Clause 8**

**Commencement of Contract:**

The Contractor/ Bidder shall provide Non-Consultancy Services from the effective date of contract.

**Number of GC Clause 10.2**

**Expiration of Contract:**

The time period shall be .....

**Number of GC Clause 14**

**Termination**

In the event of termination of the contract due to any reason as already defined in the General Conditions of Contract, the Bidder shall be responsible for providing to the Authority the Goods till the time of alternate arrangements.

**Number of GC Clause 16**

**Conflict of Interest:**

The Procuring Agency reserves the right to determine on a case-by-case basis whether the Bidder should be disqualified from providing goods or services due to a conflict of a nature described in Clause GCC 17.

## Number of GC Clause 20

### Liquidated Damages

If the Bidder fails to provide services as required under the contract or in case of any data loss/data breach or any incident compromising the data security or other such failures related to any services, the Bidder shall pay to the Procuring Agency as Liquidated Damages at a rate of **0.10% to 10.00%** of the Contract value, in accordance with the extent of performance failure & the cost of investigating such incidents as judged by the Authority.

## Number of GC Clause 21

### Performance Guarantee:

The amount of performance guarantee shall be 5.00% of the contract price in acceptable form of Pay Order, Banker's Cheque, Call at Deposit, Bank Guarantee, Demand Draft

## Number of GC Clause 27

### Currency of Payment:

All the payment to be released to the contractor/Bidder shall be in Pakistani Rupees.

## Number of GC Clause 28

### Payment terms:

Payment will be made to the Bidder against the procured Goods and services according to the actual invoice or running bills submitted by the Bidder against the services provided within the time given in the conditions of the contract.

## Number of GC Clause 29

### Identifying Defects:

The Authority reserves the right at any time to inspect the premises of the provider to inspect the goods and monitor the goods being provided.

## Inspections & Tests Requirements

For Physical Fitness having No Damages (Certificate from supplier)

For conformance to specifications and performance parameters, through Prior to delivery inspection (Inspection Report by Procurement Committee / Inspection Team)

For successful operation at site after complete installation, testing and commissioning of the equipment (Installation, Testing and Commissioning Report by Procurement Committee / Inspection Team)

ALMi. Age: 18 to 25-years (general age relaxation upto 5-years)ii. Qualification: Minimum qualification is Matric.iii. Gender: Male iv. Medical Category: Av. No any physically disable person.vi. Physical Parameters:• Height: Minimum 5-ft. 4-Inches. • Chest: Minimum 32-Inches• Weight: As per Body Mass Index Chart (BMI) + 5% relaxation on upper sidevii. Skill / Physical Test Required:• Push Ups / Dund: 20 in a single attempt in 03 minutes. • Lifting of weight: 30 kg in single at

ALMi.vii. Skill / Physical Test Required:• Push Ups / Dund: 20 in a single attempt in 03 minutes. • Lifting of weight: 30 kg in single attempt• Climbing Skills: (Tower / Ladder) Climbing upto 10 feet on tower / ladder wearing safety equipment • Pulling of Wires: In one span of 100 feet

Linemen:i. Age: 18 to 30-years (general age relaxation upto 5-years)ii. Qualification: Minimum qualification is Matric with Diploma/Certificate in relevant trade/HSE etc. iii. Experience: 05-years as ALM/Lineman in public/private sector.iv. Gender: Male v. Medical Category: Avi. No any physically disable person.

vii. Physical Parameters:• Height: Minimum 5-ft. 4-Inches. • Chest: Minimum 32-Inches• Weight: As per Body Mass Index Chart (BMI) + 5% relaxation on upper sideLineman viii. Skill / Physical Test Required:• Push Ups / Dund: 20 in a single attempt in 03 minutes. • Lifting of weight: 30 kg in single attempt• Climbing Skills: (Tower / Ladder) Climbing upto 10 feet on tower / ladder wearing safety equipment • Pulling of Wires: In one span of 100 feet

The Service Provider will forward a list of shortlisted staff, as per eligibility criteria mentioned under Invitation to Bids, to HR Directorate FESCO for finalization of the process/to check the suitability before interview which will be conducted by HR Directorate FESCO.

## Delivery & Documents

Copies of the Supplier's invoice showing Goods' description, quantity, unit price, and total amount;

Insurance Certificate;

Inspection Certificate issued by the Nominated Inspection Agency (if any), and the Supplier's Factory Inspection Report;

Certificate of Origin.

Payment to Contractor 1. Payment to the contractor / firm will be made on monthly basis within 30-days of receipt of invoice. No advance payment will be made.2. Payment of the bill for preceding month will be made at the earliest provided it is certified by the authorized Officer of the FESCO from time to time

Insurance & EOBI1. Contractor will be responsible to have full insurance coverage for his staff for loss of life or injury during duty hours in offices/installations of FESCO and third party coverage as per law for injury/death. FESCO shall neither be liable for any such compensation in such cases nor liability is transferable 2. Contractor will pay social security to Punjab Employees Social Security Institution (PESSI), EOBI contribution, group insurance etc. for its staff.

FESCO reserves the right to requisition a specific number of resources for its Offices, as and when required. The contractor shall act/perform the contract accordingly.

The payment of monthly invoice shall be made on actual basis i.e. on the basis of exact number of resources deployed/performed duty in the respective month (instead of fixed numbers i.e. 200 Lineman and 2000 ALMs).

## Number of GC Clause 31

### Following is the guidance for Dispute Resolution

1. If any dispute of any kind whatsoever shall arise between the Authority and the Bidder in connection with or arising out of the Contract, including without prejudice to the generality of foregoing, any question regarding its existence, validity, termination and the execution of the Contract – whether during developing phase or after their completion and whether before or after the termination, abandonment or breach of the Contract – the parties shall seek to resolve any such dispute or difference by mutual diligent negotiations in good faith within 14 (fourteen) days following a notice sent by one Party to the other Party in this regard.

2. At future of negotiation the dispute shall be resolved through mediation and mediator shall be appointed with the mutual consent of the both parties.

3. At the event of failure of mediation to resolve the dispute relating to this contract such dispute shall finally be resolved through binding Arbitration by sole arbitrator in accordance with Arbitration Act 1940. The arbitrator shall be appointed by mutual consent of the both parties. The Arbitration shall take place in Islamabad, Pakistan and proceedings will be conducted in English language.

4. The cost of the mediation and arbitration shall be shared by the parties in equal proportion however the both parties shall bear their own costs and lawyer's fees regarding their own participation in the mediation and arbitration. However, the Arbitrator may make an award of costs upon the conclusion of the arbitration making any party to the dispute liable to pay the costs of another party to the dispute.

5. Arbitration proceedings as mentioned in the above clause regarding resolution of disputes may be commenced prior to, during or after completion of the contract.

Notwithstanding any reference to the arbitration herein, the parties shall continue to perform their respective obligations under the Contract unless they otherwise agree that the Authority shall pay the Bidder any monies due to the Bidder.

#### **Arbitrator's fee:**

The fee shall be specified in Pak Rupees, as determined by the Arbitrator, which shall be shared equally by both parties.

#### **Appointing Authority for Arbitrator:**

By the Mutual Consent or in accordance with the provisions of Arbitration Act, 1940, in case the parties fail to reach a consensus on the name of sole arbitrator, any party may submit an application to the Chief Justice Islamabad High Court for appointment of sole arbitrator. The Chief Justice IHC may appoint a former judge of any High Court or Supreme Court as the sole arbitrator to resolve the dispute between the parties.

#### **Rules of procedure for arbitration proceedings:**

Any dispute between the Authority and a Bidder who is a national of the Islamic Republic of Pakistan arising in connection with the present Contract shall be referred to adjudication or arbitration in accordance with the laws of the Islamic Republic of Pakistan including Arbitration Act 1940, however above provision shall prevail in referring the case to the Arbitrator.

#### **Place of Arbitration and Award:**

The arbitration shall be conducted in English language and place of arbitration shall be at Islamabad. The award of the arbitrator shall be final and shall be binding on the parties.



Bid Securing Declaration

## Form 9: Bid Securing Declaration

Date: *[insert date (as day, month and year)]*

Bid No.: **P26423**

To: **FESCO (Faisalabad Electric Supply Company (FESCO)), General Manager Office of the General Manager (Operation) FESCO HQs, West Canal Road Faisalabad, Faisalabad City, Faisalabad (District), Faisalabad Division (Division), Punjab (Province).**

We, the undersigned, declare that:

We understand that, according to your conditions, Bids must be supported by a Bid Securing Declaration.

We accept that we will be blacklisted and henceforth cross debarred for participating in respective category of public procurement proceedings for a period of (not more than) six months, if fail to abide with a bid securing declaration, however without indulging in corrupt and fraudulent practices, if we are in breach of our obligation(s) under the Bid conditions, because we:

1. have withdrawn or modified our Bid during the period of Bid Validity specified in the Form of Bid;
2. Disagreement to arithmetical correction made to the Bid price; or
3. having been notified of the acceptance of our Bid by the Procuring Agency during the period of Bid Validity, (i) failure to sign the contract if required by Procuring Agency to do so or (ii) fail or refuse to furnish the Performance Security or to comply with any other condition precedent to signing the contract specified in the Bidding Documents.

We understand this Bid Securing Declaration shall expire if we are not the successful

Bidder, upon the earlier of (i) our receipt of your notification to us of the name of the successful Bidder; or (ii) twenty-eight (28) days after the expiration of our Bid.



Contract Form

## SECTION IX: CONTRACT FORMS

THIS AGREEMENT made the \_\_\_\_\_ day of \_\_\_\_\_ 20\_\_\_\_ between **FESCO (Faisalabad Electric Supply Company (FESCO)), General Manager Office of the General Manager (Operation) FESCO HQs, West Canal Road Faisalabad, Faisalabad City, Faisalabad (District), Faisalabad Division (Division), Punjab (Province).**

(hereinafter called “the Procuring Agency”) of the one part and [name of Bidder] of [city and country of Bidder] (hereinafter called “the Bidder”) of the other part:

WHEREAS the Procuring Agency invited Bids for provision of goods, viz., **Hiring of HR Service Provider Firm to Outsource Line Staff (ALM & LM) (P26423)** and has accepted a Bids by the Bidder for the provision of Goods in the sum of [contract price in words and figures] (hereinafter called “the Contract Price”).

### NOW THIS CONTRACT WITNESSETH AS FOLLOWS:

1. In this Contract words and expressions shall have the same meanings as are respectively assigned to them in the Conditions of Contract referred to.

2. The following documents shall be deemed to form and be read and construed as part of this Contract, In the event of any ambiguity or conflict between the Contract Documents listed below, the order of precedence shall be the order in which the Contract Documents are listed below:-

1. This form of Contract;
2. the Form of Bids and the Price Schedule submitted by the Bidder;
3. the Schedule of Requirements;
4. the Technical Specifications;
5. the Special Conditions of Contract;
6. the General Conditions of the Contract;
7. the Procuring Agency’s Letter of Acceptance; and
8. [add here: any other documents]

3. In consideration of the payments to be made by the Procuring Agency to the Bidder as hereinafter mentioned, the Bidder hereby covenants with the Procuring Agency to provide the Goods related services and to remedy defects therein in conformity in all respects with the provisions of the Contract.

4. The Procuring Agency hereby covenants to pay the Bidder in consideration of the provision of Goods and the remedying of defects therein, the Contract Price or such other sum as may become payable under the provisions of the contract at the times and in the manner prescribed by the contract.

IN WITNESS whereof the parties hereto have caused this Contract to be executed in accordance with their respective laws the day and year first above written.

Signed, sealed, delivered by \_\_\_\_\_ the \_\_\_\_\_ (for the Procuring Agency)

Witness to the signatures of the Procuring Agency:

.....

Signed, sealed, delivered by \_\_\_\_\_ the \_\_\_\_\_ (for the Procuring Agency)

Witness to the signatures of the Bidder: .....





Integrity Pact

## Integrity Pact

### **DECLARATION OF FEES, COMMISSION AND BROKERAGE ETC. PAYABLE BY THE SUPPLIERS OF GOODS, SERVICES & WORKS IN CONTRACTS WORTH RS.10.00 MILLION OR MORE**

**Contract** Number: Contract Value: Contract Title:

Dated:

[Name of Supplier] hereby declares that it has not obtained or induced the procurement of any contract, right, interest, privilege or other obligation or benefit from Government of Pakistan or any administrative subdivision or agency thereof or any other entity owned or controlled by it (GoP) through any corrupt business practice.

Without limiting the generality of the foregoing [Name of Supplier] represents and warrants that it has fully declared the brokerage, commission, fee etc. paid or payable to anyone and not given or agreed to give and shall not give or agree to give to anyone within or outside Pakistan either directly or indirectly through any natural or juridical person, including its affiliate, agent, associate, broker, consultant, director, promoter, shareholder, sponsor or subsidiary, any commission, gratification, bribe, finder's fee or kickback, whether described as consultations fee or otherwise, with the object of obtaining or inducing the procurement of a contract, right, interest, privilege or other obligation or benefit in whatsoever form from GoP, except that which has been expressly declared pursuant hereto.

[Name of Supplier] certifies that it has made and will make full disclosure of all agreements and arrangements with all persons in respect of or related to the transaction with GoP and has not taken any action or will not take any action to circumvent the above declaration, representative or warranty.

[Name of Supplier] accepts full responsibility and strict liability for making and false declaration, not making full disclosure, misrepresenting fact or taking any action likely to defeat the purpose of this declaration, representation and warranty. It agrees that any contract, right interest, privilege or other obligation or benefit obtained or procured as aforesaid shall, without prejudice to any other right and remedies available to GoP under any law, contract or other instrument, be voidable at the option of GoP.

Notwithstanding any rights and remedies exercised by GoP in this regard, [Name of Supplier] agrees to indemnify GoP for any loss or damage incurred by it on account of its corrupt business practices and further pay compensation to GoP in an amount equivalent to ten times the sum of any commission, gratification, bribe, finder's fee or kickback given by [Name of Supplier] as aforesaid for the purpose of obtaining or inducing the procurement of any contract, right, interest, privilege or other obligation or benefit in whatsoever form from GoP.



## Performance Guarantee Form

## Performance Guarantee Form

To: FESCO (Faisalabad Electric Supply Company (FESCO)), General Manager Office of the General Manager (Operation) FESCO HQs, West Canal Road Faisalabad, Faisalabad City, Faisalabad (District), Faisalabad Division (Division), Punjab (Province).

WHEREAS *[name of Bidder]* (hereinafter called “the Bidder”) has undertaken, in pursuance of Contract No. *[reference number of the contract]* dated *[insert date]* for provision of Goods (hereinafter called “the Contract”).

AND WHEREAS it has been stipulated by you in the said Contract that the Bidder shall furnish you with a Bank Guarantee by a reputable bank for the sum specified therein as security for compliance with the Bidder’s performance obligations in accordance with the Contract.

AND WHEREAS we have agreed to give the Bidders guarantee:

THEREFORE, WE hereby affirm that we are Guarantors and responsible to you, on behalf of the Bidder, up to a total of *[amount of the guarantee in words and figures]*, and we undertake to pay you, upon your first written demand declaring the Bidder to be in default under the Contract and without cavil or argument, any sum or sums within the limits of *[amount of guarantee]* as aforesaid, without your needing to prove or to show grounds or reasons for your demand or the sum specified therein.

This guarantee is valid until the: *[insert date]*

Signature and seal of the Guarantors

---

*[name of bank or financial institution]*

---

*[address]*

---

*[date]*



Annexure

## Other Conditions and Forms

Information (Read-Only)

See Form Under Additional Forms and Documents: **Other Conditions and Forms** (page number: 79)





## Procurement Forms

## Past Experience and Completed Contracts

### 1. Legal Status/ Registration

Valid registration certificate issued by relevant Authority to be provided along with NTN (must be on ATL). (minimum 03-years)

### 2. HR Service Provider Experience

Relevant Documents to be provided in the form of duly endorsed and signed Contracts with the Government / Semi-Government / Autonomous Bodies Institutions / Private Organization, clearly demonstrating the nature of services and the Human Resource Management Component. Satisfactory completion certificate from client served must be attached with the Bid. (minimum 03-years experience)

### 3. Relevant Experience in Technical or Semi-Skilled Services

Relevant Documents to be provided in the form of duly endorsed signed Contracts with the Government / Semi-Government / Autonomous Bodies Institutions / Private Organization. Satisfactory completion certificate from client served must be attached with the Bid. (minimum 03-years experience)

The qualification criteria to establish the supply / production capability of the bidder.

Following are the mandatory qualification / eligibility requirements:

1. Company registration certificate (minimum 03-years)
2. Must have Active NTN (Must be on ATL)
3. Must have GST and PST registration (if applicable)
4. Must have not been Blacklisted/debarred
5. Must have EOBI registration/Affiliation

Must have Employee Social Security Registrations/Affiliation

See Form Under Additional Forms and Documents: **Past Experience and Completed Contracts** (page number: 83)

## Historical Contract Non-Performance, and Pending Litigation and Litigation History

1. Affidavit of non judicial Stamp paper that company is not blacklisted/debarred by any organization and further no any case has been registered at any court/law enforcement agency.

See Form Under Additional Forms and Documents: **Historical Contract Non-Performance, and Pending Litigation and Litigation History** (page number: 84)

## Current Contracts and Their Progress

Copies of Agreements with clients with monthly billing as per evaluation criteria.

### **1. Attach agreement / affiliation with EOBI and Duly submitted EOBI slips / challans during the last 06-Months**

1. EOBI agreement/Affiliation and contribution of last 06Months
2. Agreement/ Affiliation with concerned provincial/federal Employees Social Security Organization and the contribution details of last 06 Months

### **2. Attach agreement / affiliation with PESSI / relevant authority of concerned province**

See Form Under Additional Forms and Documents: **Current Contracts and Their Progress** (page number: 86)

## Financial Capacity and Net Worth Evaluation Form

1. Financial Audited Reports as mentioned in Technical Evaluation
2. Account Maintenance Certificate from the Bank
3. Credit Facility from bank (if available)
4. Bank Statement as mentioned in Technical Evaluation
5. Detail of Managerial Employees
6. Detail of Employees/Labour already employed (List with organization details and duration of contract)
7. Proof of salary transferred to employees of the Firm through Bank
8. Proof of salary transferred to employees provided to clients
9. Any other document(s) as required under Technical evaluation.

The firm shall be required to demonstrate an average balance in its Bank Account of at least three (03) months prior to the bid submission date.

**Bank Statement to be provided duly endorsed by the Branch Manager of concerned Bank.**

See Form Under Additional Forms and Documents: **Financial Capacity and Net Worth Evaluation Form** (page number: 87)

# Average Annual Turnover

**Last three years:**

**1. FBR Income Tax Returns**

See Form Under Additional Forms and Documents: **Average Annual Turnover** (page number: 89)







## Additional Forms and Documents

## 1. Other conditions

- a) In case of firm, it should have 100% of key staff on its permanent fulltime role nominated to work on the assignment.
- b) All the key and core staff of the firm should be nominated by name in the proposal. During evaluation zero marks will be awarded for each TBN (To be nominated) position of key personnel.
- c) The key staff nominated should be available for the project at the time when his input is required according to the proposed staffing schedule of the Service Provider.

## 2. Conflict of Interest

Firm shall not be indulged / recruited for any such assignment that would be in conflict with their prior or current obligations to other clients, or that may place them in a position of not being able to carry out the assignment in the best interest of the Client. Without limitation on the generality of the foregoing, service provider and any of their associates shall be considered to have a conflict of interest and shall not be recruited under any of the circumstances set forth below:

- a) If a Service Provider combines the function of consulting with those of contracting and / or supply of equipment; or
- b) If a Service Provider is associated with or affiliated to a contractor or manufacturer; or
- c) If a Service Provider is owned by a Contractor or a manufacturing firm with departments or design offices offering services as Service Provider, the Service Provider should include relevant information on such relationship along with a statement in the Technical Proposal cover letter to the effect that the Service Provider will limit its role to that of a Service Provider and disqualify if self and associates from work, in any other capacity or any future project within the next five years, that may emerge from this assignment (including bidding or any part of the future project. The contract with the Service Provider selected to undertake this assignment will contain an appropriate provision to such effect; or
- d) If there is a conflict among consulting assignments, the Service Provider (including its personnel and sub-Service Provider) and any subsidiaries or entities controlled by such Service Provider shall not be recruited for the relevant assignment. The duties of the Service Provider depend on the circumstances of each case. While continuity of the consulting services may be appropriate in particular situation if no conflict exist, a Service Provider cannot be recruited to carry out assignment that, by its nature, will result in conflict with another assignment of such Service Provider.

**Bids Forms**  
**Bids Submission Sheet**

Date:

Contract No.: \_\_\_\_\_

To: \_\_\_\_\_

We, the undersigned, declare that:

(a) We have examined and have no reservations to the bidding document, including

Addenda No.: \_\_\_\_\_;

(b) We offer to provide the required Services in conformity with the bidding document and in accordance with the delivery schedule specified in the Schedule of Requirements, the following Services: \_\_\_\_\_;

(c) Our Bids shall be valid for a period of \_\_\_\_\_ days from the date fixed for the Bids submission deadline in accordance with the bidding document, and it shall remain binding upon us and may be accepted at any time before the expiration of that period;

(d) If our Bids is accepted, we commit to submit a Performance Guarantee in the amount of \_\_\_\_\_ Percent of the Contract Price for the due performance of the Contract;

(e) The rates quoted by us are fixed and valid for \_\_\_\_\_ and binding upon us for the entire period of the contract and period of extension.

(f) We are not participating, as Bidders, in more than one Bids in this Bidding process, other than alternative offers in accordance with the bidding document;

(g) Our firm, its affiliates or subsidiaries, including any subcontractors or suppliers for any part of the Contract, have not been declared ineligible by any Government, public sector, bilateral, multilateral agency in Pakistan or international financial organization/ foreign country.

Name \_\_\_\_\_

In the capacity of \_\_\_\_\_

Signed \_\_\_\_\_ Duly authorized to sign the Bids for and on behalf of

## Form of Bid Security

*[insert Bank's Name, and Address of Issuing Branch or Office]*

**Beneficiary:** *[insert Name and Address of Procuring agency]*

**Date:** *[insert date]*

**Bid Security No.:** *[insert number]*

We have been informed that *[insert name of the Service provider]* (hereinafter called "the Service Provider") has submitted to you its Bids dated *[insert date]* (hereinafter called "the Bids") for the execution of *[insert name of contract]*.

Furthermore, we understand that, according to your conditions, Bid must be supported by Bid Security.

At the request of the Bidder, we *[insert name of Bank]* hereby irrevocably undertake to pay you any sum or sums not exceeding in total an amount of *[insert amount in figures][insert amount in words]* upon receipt by us of your first demand in writing accompanied by a written statement stating that the Bidder is in breach of its obligation(s) under the Bids conditions, because the Service Provider :

- (a) has withdrawn its Bid during the period of Bid validity specified by the Bidder in the Forms of Bid; or
- (b) having been notified of the acceptance of its Bid by the *Procuring agency* during the period of Bid validity, (i) fails or refuses to execute the Contract Form, if required, or (ii) fails or refuses to furnish the Performance Guarantee, in accordance with the ITB.

This guarantee will expire: (a) if the Bidder is the successful Service Provider, upon our receipt of copies of the contract signed by the Bidder and the Performance Guarantee issued to you upon the instruction of the Service Provider; and (b) if the Bidder is not the successful Service Provider, upon the earlier of

(i) our receipt of a copy your notification to the Bidder of the name of the successful Service Provider; or (ii) twenty-eight days after the expiration of the Service Provider's Bids.

Consequently, any demand for payment under this guarantee must be received by us at the office on or before that date.

Name \_\_\_\_\_ In

the capacity of \_\_\_\_\_

Signed \_\_\_\_\_

Duly authorized to sign the Bid Security for and on behalf of

\_\_\_\_\_

Date \_\_\_\_\_

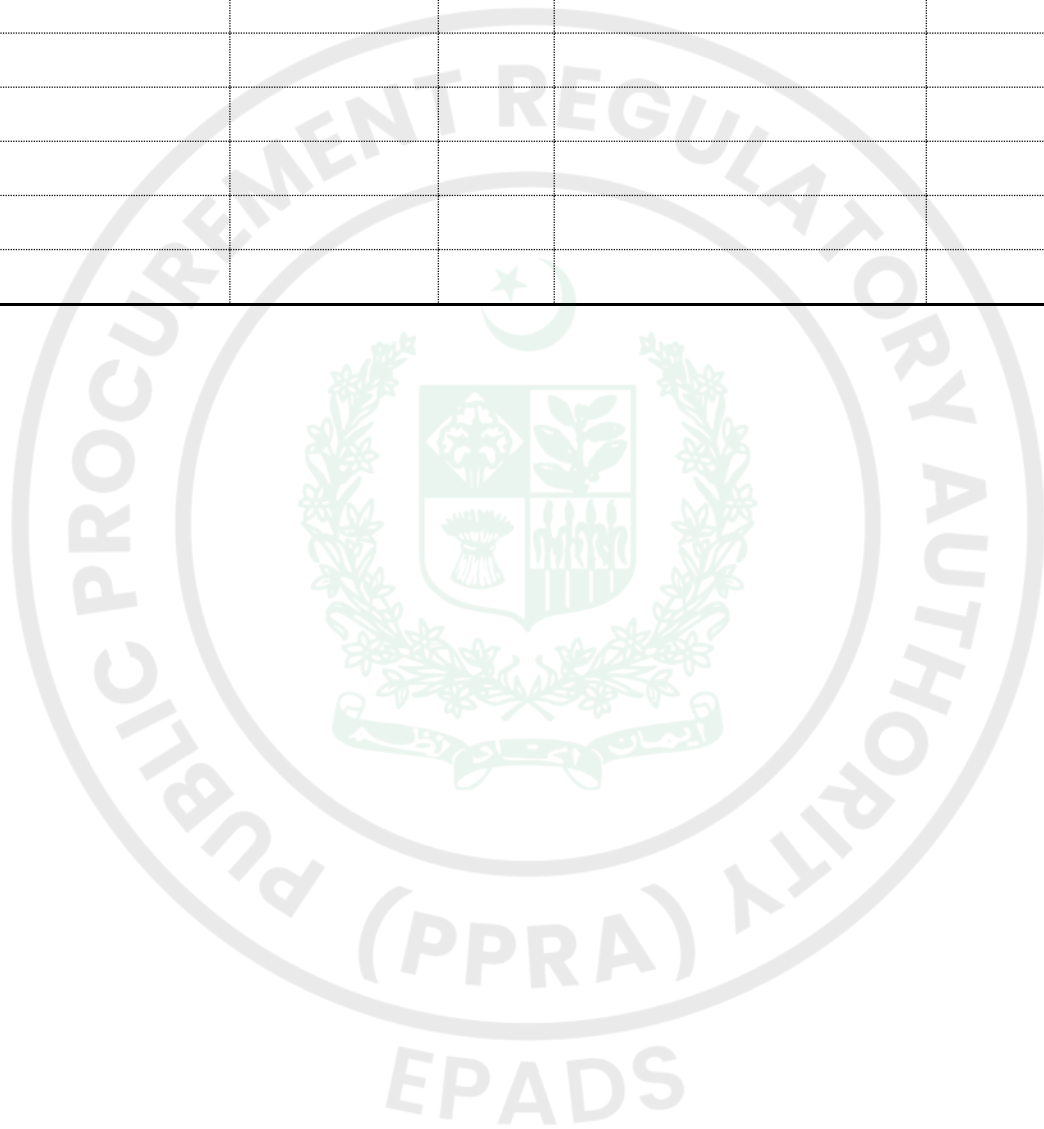
## QUALIFICATION INFORMATION FORM

Bidder's name [insert full name]
In case of Joint Venture (JV), name of each member: [insert full name of each member in JV]
Bidder's actual or intended country of registration: [indicate country of Constitution]
Bidder's actual or intended year of incorporation: [indicate year of Constitution]
Bidder's legal address [in country of registration]: [insert street/ number/ town or city/ country]
Bidder's authorized representative information Name: [insert full name]
Address: [insert street/ number/ town or city/ country]
Telephone/Fax numbers: [insert telephone/fax numbers, including country and city codes]
E-mail address: [indicate e-mail address]
Attached are copies of original documents of Articles of Incorporation (or equivalent documents of constitution or association), and/or documents of registration of the legal entity named above, in accordance with ITBs In case of JV, letter of intent to form JV or JV agreement, in accordance with the ITBs

## Past Experience / Contracts

Contracts over *[insert amount]* during the last three years:

Procuring Agency	Value	Year	Goods/Services Supplied	Country of Destination



## Historical Contract Non-Performance, and Pending Litigation and Litigation History

*[The following table shall be filled in for the Applicant and for each member of a Joint Venture]*

Applicant's Name: *[insert full name]*

Date: *[insert day, month, year]*

Joint Venture Member Name: *[insert full name]*

IFP No. and title: *[insert IFP number and title]*

Page *[insert page number]* of *[insert total number]* pages

<input type="checkbox"/> Not debarred due to deviation from commitment of Bid Securing Declaration- <input type="checkbox"/> Not debarred due to non-performance			
Year	Non-performed portion of contract	Contract Identification	Total Contract Amount (current value, currency, exchange rate and PKR equivalent)
<i>[insert year]</i>	<i>[insert amount and percentage]</i>	Contract Identification: <i>[indicate complete contract name/ number, and any other identification]</i> Name of Procuring Agency: <i>[insert full name]</i> Address of Procuring Agency: <i>[insert street/city/country]</i> Reason(s) for nonperformance: <i>[indicate main reason(s)]</i>	<i>[insert amount]</i>
Pending Litigation, in accordance with Section III, Qualification Criteria and Requirements			
<input type="checkbox"/> Pending litigation in accordance with Section III, Qualification Criteria and Requirements, Sub-Factor 2.3 as indicated below.			
Year of dispute	Amount in dispute (currency)	Contract Identification	Total Contract Amount (currency), US\$ PKR Equivalent (exchange rate)

<i>[insert year]</i>	<i>[insert amount]</i>	<p>Contract Identification: [indicate complete contract name, number, and any other identification]  Name of Procuring Agency: <i>[insert full name]</i>  Address of Procuring Agency: <i>[insert street/city/country]</i>  Matter in dispute: <i>[indicate main issues in dispute]</i>  Party who initiated the dispute: <i>[indicate "Procuring Agency" or "Supplier"]</i>  Status of dispute: <i>[Indicate if it is being treated by the Adjudicator, under Arbitration or being dealt with by the Judiciary]</i></p>	<i>[insert amount]</i>
<input type="checkbox"/> No consistent history of court/arbitral award decisions in accordance with Section III, Qualification Criteria and Requirements, Sub-Factor 2.4. <input type="checkbox"/> Consistent history of court/arbitral award decisions in accordance with Section III, Qualification Criteria and Requirements, Sub-Factor 2.4 as indicated below.			
<b>Year of award</b>	<b>Outcome as percentage of Net Worth</b>	<b>Contract Identification</b>	<b>Total Contract Amount (currency), PKR Equivalent (exchange rate)</b>
<i>[insert year]</i>	<i>[insert percentage]</i>	<p>Contract Identification: [indicate complete contract name, number, and any other identification]  Name of Procuring Agency: <i>[insert full name]</i>  Address of Procuring Agency: <i>[insert street/city/country]</i>  Matter in dispute: <i>[indicate main issues in dispute]</i>  Party who initiated the dispute: <i>[indicate "Procuring Agency" or "Supplier"]</i>  Court/ arbitral award decision: <i>[Indicate if the award decision was against the Applicant or any member of a joint venture.]y]</i></p>	<i>[insert amount]</i>

## Current Contract Commitments / Contracts in Progress Form

1. Name of Contract(s)
2. Procuring Agency Contact Information [insert address, telephone, fax, e-mail address]
3. Value of outstanding contracts [current PKR equivalent]
4. Estimated Delivery Date
5. Average monthly invoices over the last six months (PKR/mon.)

## Financial Situation and Performance

*[The following table shall be filled in for the Applicant and for each member of a Joint Venture]*

Applicant's Name: *[insert full name]*

Date: *[insert day, month, year]*

Joint Venture Member Name: *[insert full name]*

IFP No. and title: *[insert IFP number and title]*

Page *[insert page number]* of *[insert total number]* pages

### 1. Financial data

Type of Financial information in (currency)	Historic information for previous <i>[insert number]</i> years, <i>[insert in words]</i> (amount in currency, currency, exchange rate*, PKR equivalent)				
	Year 1	Year 2	Year 3		
Statement of Financial Position (Information from Balance Sheet)					
Total Assets (TA)					
Total Liabilities (TL)					
Total Equity/Net Worth (NW)					
Current Assets (CA)					
Current Liabilities (CL)					
Working Capital (WC)					
Information from Income Statement					
Total Revenue (TR)					
Profits Before Taxes (PBT)					
Cash Flow Information					
Cash Flow from Operating Activities					

\* Refer ITA 14 for the exchange rate

### 3. Financial documents

The Applicant and in case of JV, members of JV shall provide copies of financial statements for *[number]* years pursuant Section III, Qualifications Criteria and Requirements. The financial statements shall:

- (a) reflect the financial situation of the Applicant or in case of JV member, and not an affiliated entity (such as parent company or group member).
  - (b) be independently audited or certified in accordance with local legislation.
  - (c) be complete, including all notes to the financial statements.
  - (d) correspond to accounting periods already completed and audited.
- Attached are copies of financial statements<sup>1</sup> for the *[number]* years required above; and complying with the requirements.

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<sup>1</sup> If the most recent set of financial statements is for a period earlier than 12 months from the date of Application, the reason for this should be justified.

## Average Annual Turnover (Annual Sales Value)

*[The following table shall be filled in for the Applicant and for each member of a Joint Venture]*

Applicant's Name: *[insert full name]*

Date: *[insert day, month, year]*

Joint Venture Member Name: *[insert full name]*

IFP No. and title: *[insert IFP number and title]*

Page *[insert page number]* of *[insert total number]* pages

<b>Annual Turnover Data</b>			
<b>Year</b>	<b>Amount Currency</b>	<b>Exchange rate* (If applicable)</b>	<b>PKR equivalent</b>
<i>[indicate calendar year]</i>	<i>[insert amount and indicate currency]</i>		
		Average Annual Turnover **	

\* Refer ITA for date and source of exchange rate.

\*\* Total PKR equivalent for all years divided by the total number of years. See Section III, Qualification Criteria and Requirements, ITA.