

# Standard Bidding Document

## HIRING THE SERVICES OF OUTSOURCED FIRM (3RD PARTY) TO PROVIDE RESOURCES (ACCOUNT ASSISTANT) TO IESCO (Non-Consultancy Services)

National

Single Stage-Two Envelope



*July 24, 2026*

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# PROCUREMENT NOTICE

## PROCUREMENT OF NON-CONSULTANCY SERVICES

1. The **HR (IESCO)** has reserved Funds for the procurement planned for FY **2026-27**. The **HR (IESCO)** intends to apply part of the proceeds of this Fund to cover eligible payments under the contract for the **"HIRING THE SERVICES OF OUTSOURCED FIRM (3RD PARTY) TO PROVIDE RESOURCES (ACCOUNT ASSISTANT) TO IESCO"** with the reference of "**P69902**"
2. The **HR (IESCO)** 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** 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://epads.gov.pk/opportunities/federal/procurements/69902>**.
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 **Monday, August 10, 2026 12:00 PM**. E-bids will be opened on the same day at **Monday, August 10, 2026 12:30 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)).

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## 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. Fraudulent & Corrupt Practices

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**

## 6. Contents of Standard Bidding Document

6.1. 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 by the Procuring Agency 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** Fraudulent & Corrupt Practices

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

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

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

**Section XI** Contract Forms

6.2. 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.

## 7. Clarifications

7.1. 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.

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

7.3. 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 1.1.**

7.4. 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.

7.5. 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.

7.6. 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:

- 7.6.1. evaluation & qualification criteria;
- 7.6.2. required scope of work or specifications;
- 7.6.3. all securities requirements;
- 7.6.4. tax requirements;
- 7.6.5. terms and conditions of bidding documents; and
- 7.6.6. 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.

## **8. Amendment of Bidding documents**

8.1. 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.

8.2. Any addendum issued including the notice of any extension of the deadline shall be part of the bidding document and 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.

8.3. 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

### 9. Documents Constituting the Bids

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

9.1.1. Forms of bid and Bid Prices completed in accordance with ITB BDS, GCC and SCC;

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

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

9.1.4. Documentary evidence established, that the bidder has been authorized to provide the services;

9.1.5. Bid security or Bids Securing Declaration furnished in accordance with BDS; and

9.1.6. Any other document required in the BDS.

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

10.1. 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.

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

## **11. Documents Establishing Eligibility and Qualification of the Bidder**

11.1. Pursuant to BDS, 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.

11.2. 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".

11.3. 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:

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

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

## **12. Form of Bid**

**12.1. 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.**

## **13. Bids Prices**

13.1. 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.

13.2. 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.

13.3. The Bid price to be quoted in the Forms of Bid shall be the total price of the bid, excluding any discounts offered.

13.4. 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.

13.5. 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, unless otherwise price adjustment is permissible under Conditions of the Contract. (May be reviewed)

#### **14. Price Adjustment**

14.1. Price adjustment shall not be applicable.

14.2. Procuring agency may increase the remuneration of the human resources involved in non-consultancy services on annual basis as per agreement.

**14.3. Procuring agency shall incorporate the provisions to allow wage rate in compliance with Federal Government's minimum wage notification, subject to the applicability in that case.**

#### **15. Bids Currencies**

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

#### **16. Bid Validity Period**

16.1. 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.

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

17.1. 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.

17.2. 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.

17.3. The Bid Security shall be payable promptly upon written demand by the Procuring Agency in case any of the conditions listed in BDS, GCC and SCC are invoked.

17.4. 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. 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:

17.4.1. the expiry of the Bid Security;

17.4.2. 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;

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

17.4.4. 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.

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

17.5.1. if a bidder:

17.5.1.1. 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

17.5.1.2. does not accept the correction of errors, or

17.5.2. in the case of a successful bidder fails:

17.5.2.1. **to sign the contract in accordance with SCC; or**

17.5.2.2. **to furnish Performance Guarantee in accordance with BDS and SCC.**

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

## **18. Alternative Bids by Bidders**

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

18.2. 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.

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

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

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

20.1. 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.

20.2. 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

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

21.1. 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.

21.2. 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 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

### 22. Opening & Evaluation of Bids by the Procurement Cell/Evaluation Committee

22.1. The Procuring Agencies to constitute odd number Bid Evaluation Committee for the purpose of bid opening and evaluation of all procurements. As per Rules 29 & 30 of Public Procurement Rules, 2004, The Procuring Agency is required to establish a Procurement Cell/Evaluation Committee which shall Evaluate the Bids in accordance with the evaluation criteria, terms and conditions given in the bidding documents.

### 23. Opening of Bids

23.1. The Bid Evaluation Committee of 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.

23.2. 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.

23.3. 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.

23.4. 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.

## **24. Confidentiality**

24.1. 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.

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

## **25. Preliminary Examination of Bids**

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

25.1.1. meets the eligibility criteria defined in **BDS**;

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

25.1.3. is accompanied by the required securities; and

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

25.2. The procuring agency will confirm that the documents and information specified under **BDS, GCC and SCC** 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.

25.3. 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.

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

26.1. The procuring agency shall evaluate the technical aspects of the bids submitted in accordance with **BDS**, 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.

26.2. 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 BDS, it shall reject the bids.

## **27. Correction of Errors**

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

27.1.1. 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;

27.1.2. 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

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

27.1.4. 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.

27.2. 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.

## **28. Conversion to Single Currency**

28.1. As per Rule 30 of Public Procurement Rules, 2004.

## **29. Evaluation of Bids**

29.1. 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.

29.2. 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.

29.3. 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.

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

29.4.1. 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;

29.4.2. price adjustment for correction of arithmetic errors in accordance with **ITB 6**;

29.5. converting the amount resulting from applying (a) and (b) above, if relevant, to a single currency in accordance with **ITB 7**;

29.6. 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.

29.7. 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**.

### **30. Determination of Most Advantageous Bids**

30.1. 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.

### **31. Abnormally Low Financial Bids**

31.1. 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 -

31.1.1. 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

31.1.2. 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.

## **32. Rejection of Bids**

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

## **33. Single Responsive Bid**

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

## **34. Arbitration**

34.1. As per Rule 49 of Public Procurement Rules, 2004.

# **F. Award of Contract**

## **43. Criteria of Award**

43.1. 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 most advantageous Bid.

#### **44. Procuring Agency's Right to reject All Bids**

44.1. 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).

44.2. 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.

#### **45. Notification of Award**

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

45.2. 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").

45.3. 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.

#### **46. Signing of Contract**

46.1. 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.

#### **47. Performance Guarantee**

47.1. 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.

47.2. Failure of the successful bidder to comply with the requirement of **BDS, SCC and GCC** 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.

#### **48. Corrupt & Fraudulent Practices**

48.1. 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**

#### **53. Constitution of Grievance Redressal**

53.1. 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.

#### **54. GRC Procedure**

54.1. Any aggrieved party or bidder as the case may be, may file grievance in accordance with Rule 48 of the Public Procurement Rules, 2004 and Redressal of Grievance Regulations, 2022

### **H. Blacklisting/ Debarment**

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

55.1. 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 Regulation on “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 Non-Consultancy Services 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**

Name of Procuring Agency: **HR (IESCO)**

The subject of procurement is: **HIRING THE SERVICES OF OUTSOURCED FIRM (3RD PARTY) TO PROVIDE RESOURCES (ACCOUNT ASSISTANT) TO IESCO**

Expected commencement date: **Wednesday, September 30, 2026**

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

Financial year for the operations of the Procuring Agency: **2026-27**

Name and identification number of the Contract: **P69902**

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

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

Number of JV/Consortium Members: **2**

### **B. Bidding Documents**

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

The Bidders may seek clarifications through **EPADS v2.0**: Clarification Date: Sunday, August 2, 2026

#### **BDS Clause Number 5**

Any addendum, in case issued, shall be published on **HR (IESCO)** website and on **EPADS v2.0**.

#### **BDS Clause Number 6**

List of documents required along with the bid: No

#### **BDS Clause Number 7**

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

*see Eligibility Criteria*

#### **BDS Clause Number 8**

##### **Services and Their related documents:**

*See section Required Services and Scope of Work*

#### **BDS Clause Number 9**

Price schedule will be provided according to the format defined and acquired.  
*see section price schedule.*

#### **BDS Clause Number 10**

##### **Specifications:**

*see section of specifications.*

### **C. Preparation of Bids**

#### **BDS Clause Number 11**

The price shall be **Fixed**.

## **BDS Clause Number 12**

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

## **BDS Clause Number 13**

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

## **BDS Clause Number 14**

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**

## **BDS Clause Number 15**

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 90 days so the bid security shall be valid for  $90+28 = 118$  days.

## **BDS Clause Number 16**

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

## **D. Submission of Bids**

### **BDS Clause Number 17**

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

**IESCO Head Office Street 40, G-7/4, Islamabad**

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

The deadline for Bids submission is: **Monday, August 10, 2026 12:00 PM**

## **E. Opening and Evaluation of Bids**

## **BDS Clause Number 18**

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

Day : **Monday**

Date: **Monday, August 10, 2026**

Time : **12:30 PM**

## **BDS Clause Number 19**

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

*see Evaluation Criteria*

## **F. Award of Contract**

### **BDS Clause Number 20**

The Performance guarantee shall: **7.00%**.

The Performance Guarantee shall be acceptable in the form of: **Bank Guarantee**

**21.**

**51.1**

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

## **G. Review of Procurement Decisions**

### **BDS Clause Number 22**

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

## Eligibility Criteria

| Bidder's Type                            | Required Registration          |
|------------------------------------------|--------------------------------|
| Partnership Firm                         | NADRA CITIZENSHIP (CNIC/NICOP) |
| Company (Private Limited)                | FBR (NTN)                      |
| Company (Public Limited)                 | FBR (GSTN)                     |
| Company (Holding Company)                | SECP                           |
| State Owned Enterprise (Private Limited) |                                |
| State Owned Enterprise (Public Limited)  |                                |

| Eligibility Criteria                                                                                          | Document |
|---------------------------------------------------------------------------------------------------------------|----------|
| GST/PST/IST registrtation                                                                                     | Yes      |
| Registration with EOBI                                                                                        | Yes      |
| Registration with Social Security Department                                                                  | Yes      |
| Affidavit regarding registration with insurance company                                                       | Yes      |
| JV Partners/ Consortiums agreement in case of JV participation. Otherwise, a nil certificate will be attached | Yes      |
| Registration with ICAP                                                                                        | Yes      |

|                                                                                                                                                                                                                                    |     |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|
| Affidavit of Observing Minimum Wages notified by the Federal / Provincial / ICT / Local Governments or Authorized Offices                                                                                                          | Yes |
| Submit the registration certificate with the registrar/SECP                                                                                                                                                                        | Yes |
| An affidavit on Stamp Paper(s) of worth Rs.100 or more that Bidder blacklisted or debarred by PPRA, Government, Semi-Government, Private, Autonomous body or any other international organization at the time of submission of bid | Yes |
| The firm must be on the list of firms with Satisfactory Quality Control Review (QCR) rating issued by the Institute of the chartered accountant Pakistan (ICAP).                                                                   | Yes |
| An affidavit that the bidder has No Active / Pending Litigation / Stay Order with any Public / Autonomous / Private Company in any Court of Law                                                                                    | Yes |

# Evaluation Criteria

## Quality and Cost Based Selection (QCBS)

| Technical Marks                                                                                                                                                         | 100 |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|
| Passing Marks                                                                                                                                                           | 60  |
| Additional Certifications                                                                                                                                               |     |
| SECP (Quantitative)(Doc Required)                                                                                                                                       | 1   |
| EOBI & Social Security (Quantitative)(Doc Required)                                                                                                                     | 1   |
| ICAP (Quantitative)(Doc Required)                                                                                                                                       | 2   |
| Local Office in Islamabad (Quantitative)(Doc Required)                                                                                                                  | 1   |
| Establishment And Experience                                                                                                                                            |     |
| General Experience the Company / Firm in providing Human Resources Note: Documentary evidence such as contract agreement shall be provided (Quantitative)(Doc Required) | 10  |
| Above 12 Years <b>(10)</b>                                                                                                                                              |     |
| Above 07 - 12 Years <b>(7)</b>                                                                                                                                          |     |
| Above 03 - 07 Years <b>(5)</b>                                                                                                                                          |     |
| Up to 03 Years <b>(2)</b>                                                                                                                                               |     |

|                                                                                                                                                                                                                                                                                                                                                      |    |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----|
| <p>Relevant Experience the Company / Firm in providing Human Resource within last (05) years Note: Documentary evidence such as contract agreement shall be provided (Quantitative)(Doc Required)</p> <p>80 – 100 Persons <b>(10)</b></p> <p>50 – 80 Persons <b>(8)</b></p> <p>25 – 50 Persons <b>(6)</b></p> <p>0 – 25 Persons <b>(4)</b></p>       | 10 |
| <p>Bidder's Core Hiring Team having legal expert along-with &amp; Organizational Structure At least Graduate Note: i. List of proposed teams along with credential of proposed team (Quantitative)(Doc Required)</p> <p>Above 12 Staff <b>(5)</b></p> <p>09 – 12 Staff <b>(4)</b></p> <p>05 – 08 Staff <b>(2)</b></p> <p>0 – 04 Staff <b>(1)</b></p> | 5  |
| <p>Clientage &amp; Contract of Manpower (Janitorial, Unskilled, Semi-skilled and Security Guards manpower supplied Experience shall not be considered for this portion).</p>                                                                                                                                                                         |    |

|                                                                                                                                                                                                                                                                                                                                                                                                                                                         |    |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----|
| <p>Numbers of organization of equivalent size for Which qualified Manpower Provided / supplied in Public / Power Sector in last three Years. Note: Documentary evidence such as contract agreement, performance certificate and completion report shall be provided (Quantitative)(Doc Required)</p> <p>Above 12 <b>(10)</b></p> <p>09 – 12 <b>(8)</b></p> <p>06 – 08 <b>(6)</b></p> <p>03 – 05 <b>(4)</b></p> <p>Up to 02 organizations <b>(2)</b></p> | 10 |
| <p>Numbers of qualified Resources Provided to Public / Power Sector in One Contract in last three Years. Note: Documentary evidence such as contract agreement, performance certificate and completion report shall be provided (Quantitative) (Doc Required)</p> <p>80 – 100 Persons <b>(10)</b></p> <p>50 – 80 Persons <b>(7)</b></p> <p>25 – 50 Persons <b>(5)</b></p> <p>0 – 25 Persons <b>(2)</b></p>                                              | 10 |
| Proof of Payments / Contributions                                                                                                                                                                                                                                                                                                                                                                                                                       |    |

|                                                                                                                                                                                                                                                                       |    |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----|
| <p>Payment to EOBI / Social Security in last Financial Year. Note: Documentary evidence or certificate from EOBI/Social Security shall be required. (Quantitative)(Doc Required)</p> <p>Above 50 Persons <b>(5)</b></p> <p>Above 10 to 50 Persons <b>(3)</b></p>      | 5  |
| <p>Payment to Insurance / Insurance Coverage in last Financial Year. Note: Documentary evidence or certificate from Insurance Company shall be required. (Quantitative)(Doc Required)</p> <p>Above 50 Persons <b>(5)</b></p> <p>Above 10 to 50 Persons <b>(3)</b></p> | 5  |
| <p>Payment to Worker Through banking Channel Note: Documentary evidence shall be required. (Quantitative)(Doc Required)</p> <p>Above 05 Clients <b>(5)</b></p> <p>01 - 05 Clients <b>(3)</b></p>                                                                      | 5  |
| Availability of Resources                                                                                                                                                                                                                                             |    |
| <p>Accounts Assistant (Availability of Manpower with the company required for this project). (Quantitative)(Doc Required)</p> <p>full strength <b>(10)</b></p> <p>half of strength <b>(5)</b></p> <p>less than of strength 50% <b>(1)</b></p>                         | 10 |

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |    |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----|
| Financial Soundness                                                                                                                                                                                                                                                                                                                                                                                                                                                |    |
| Positive Net Worth of last 03 Years Audited Accounts Note: Provide last 03 years audit reports (Quantitative)(Doc Required)                                                                                                                                                                                                                                                                                                                                        | 5  |
| <p>Average Annual Turnover (Last Three Years Audit Statement) In case of JV, 60% of AAT of lead partner and 40% of AAT of member shall be considered for corresponding criteria to determine score. (Quantitative)(Doc Required)</p> <p>Above 125 M <b>(10)</b></p> <p>100 – 125 M <b>(8)</b></p> <p>75 – 100 M <b>(6)</b></p> <p>50 – 75 M <b>(4)</b></p> <p>Less than 50 M <b>(2)</b></p>                                                                        | 10 |
| <p>Financial Resource. Shall be evaluated to determine corresponding criteria after deduction of current commitment. In case of JV, 60% financial resource of lead partner and 40% financial resource of member shall be considered for corresponding criteria to determine score. (Quantitative)(Doc Required)</p> <p>Above 125 <b>(10)</b></p> <p>101 – 125 <b>(8)</b></p> <p>51 – 100 <b>(6)</b></p> <p>21 – 50 <b>(4)</b></p> <p>Less than 20 M <b>(2)</b></p> | 10 |

## Required Services

### Positions Without Lots :

| Position          | Delivery Schedule                                                                                                                                                                                   | Quantity | Bid Security   |
|-------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|----------------|
| Account Assistant | <p><b>Address:</b> IESCO Head Office Street 40, G-7/4, Islamabad</p> <p><b>Schedule:</b> 50% within 07 days from the commencement of contract. Remaining on need basis <b>Quantity:</b> 101/Qty</p> | 101/Qty  | 1500000<br>PKR |

## Related Services :

No



# Services Specifications

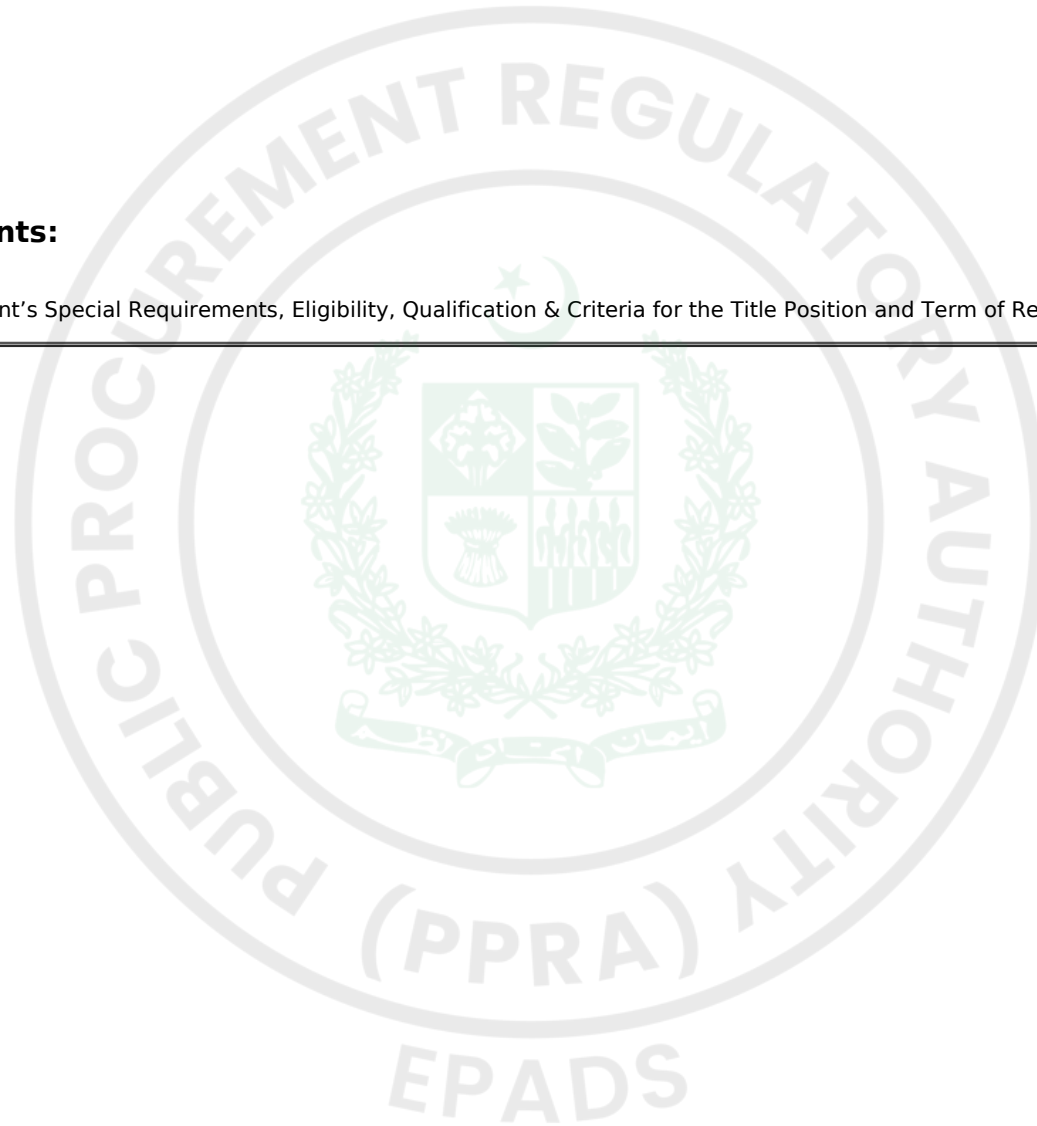
## Positions Without Lots :

**Position:** Account Assistant

## Specifications / Requirements:

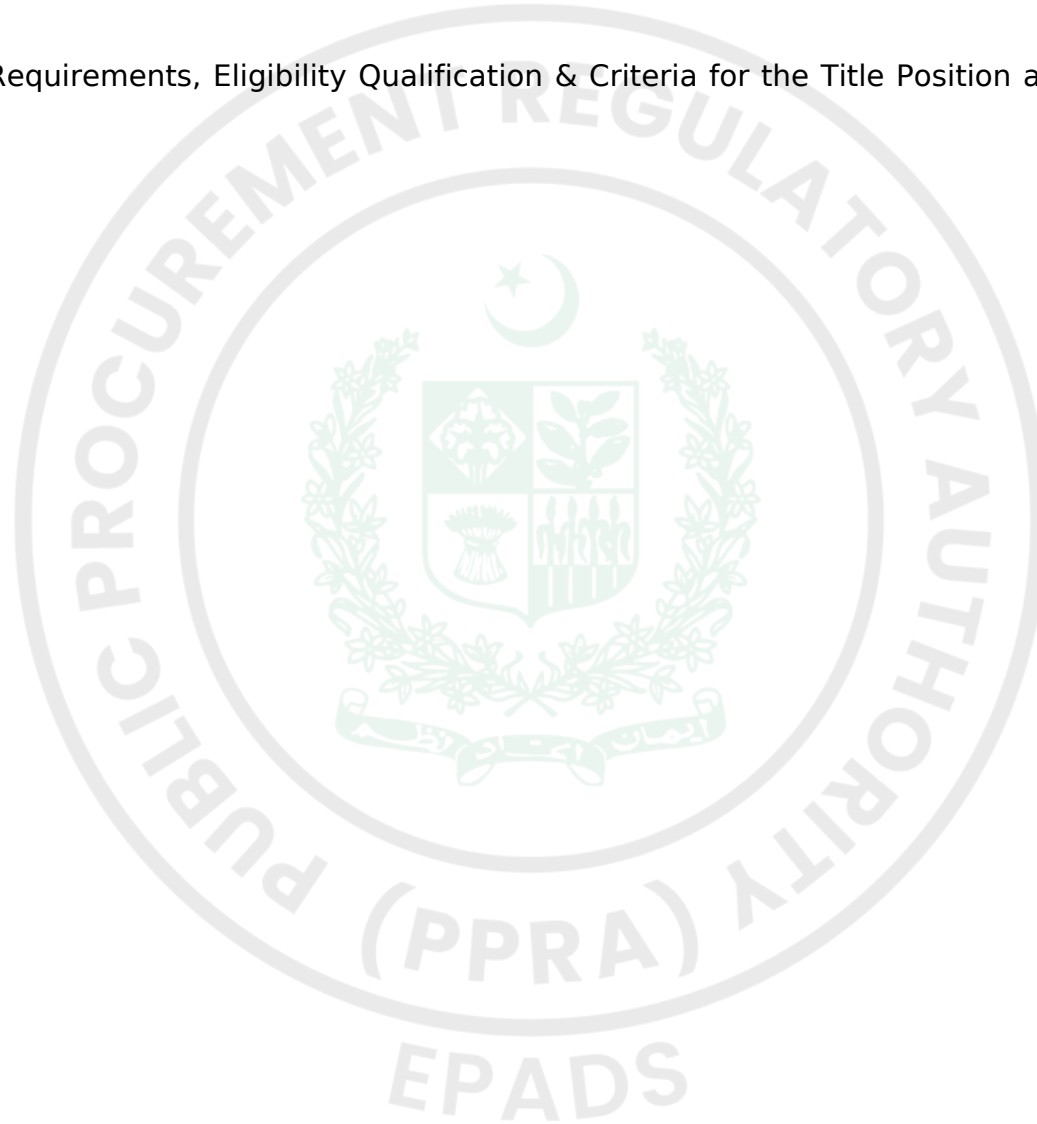
As per the specification mentioned in Client's Special Requirements, Eligibility, Qualification & Criteria for the Title Position and Term of Reference

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## Scope of Work

As defined in Client's Special Requirements, Eligibility Qualification & Criteria for the Title Position and Term of Reference attached as annexure.



# 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**

## **7. Effectiveness of Contract**

7.1. 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.

## 8. Commencement of Services

8.1. 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.

## 9. Program schedule

9.1. 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.

## 10. Starting Date/Expiration Date

10.1. 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.

10.2. 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.

## 11. Entire Agreement

11.1. 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.

## 12. Modification

12.1. 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.

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

## 13. Force Majeure

### 13.1. 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.

### 13.2. 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.

### **13.3. 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.

### **13.4. 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.

## **14. Termination**

### **14.1. 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);

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

14.1.2. 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;

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

14.1.4. 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;

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

### **14.2. 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.

14.2.1. 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;

14.2.2. 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;

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

14.2.4. 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

### 15. General

#### 15.1. Standard of Performance

15.1.1. 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;

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

#### 15.2. 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.

### 16. Conflict of Interests

#### 16.1. 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.

#### 16.2. 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.

#### 16.3. 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:

- 16.3.1. 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;
- 16.3.2. 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;
- 16.3.3. after the termination of this Contract, such other activities as may be specified in the SCC.

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

17.1. 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.

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

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

- 18.1.1. appointing such members of the Personnel not provided by the Contractor;
- 18.1.2. changing the Program of activities; and
- 18.1.3. any other action that may be specified in the SCC.

## **19. Reporting Obligations**

19.1. 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.

## **20. Liquidated Damages**

### **20.1. 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.

### **20.2. 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.

### 20.3. 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

## 21. Performance Guarantee

21.1. 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**.

21.2. 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.

21.3. 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**.

21.4. 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**.

## 22. Sustainable Procurement

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

## D. Contractor's Personnel

### 23. Description of Personnel

23.1. 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.

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

24.1. 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.

24.2. 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.

24.3. 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

### 25. Change in the Applicable Law

25.1. 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.

### 26. Services and Facilities

26.1. 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.

26.2. 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

### 27. Contract Price

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

### 28. Terms and Conditions of Payment

28.1. 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.

28.2. 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.

### 29. Quality Control Identifying Defects

29.1. 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.

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

30.1. 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.

30.2. 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.

30.3. 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.

### **31. Settlement of Disputes Amicable Settlement**

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

### **32. Dispute Settlement**

#### **32.1. 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:** HR (IESCO), Director General (HR) IESCO Head Office Street 40, G-7/4, Islamabad

**The Supplier is:**

**The title of the subject procurement is:**HIRING THE SERVICES OF OUTSOURCED FIRM (3RD PARTY) TO PROVIDE RESOURCES (ACCOUNT ASSISTANT) TO IESCO

### 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:

HR (IESCO), Director General (HR)  
IESCO Head Office Street 40, G-7/4, Islamabad  
+92-319-599-0988  
director\_hr@iesco.com.pk

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:

HR (IESCO), Director General (HR)  
IESCO Head Office Street 40, G-7/4, Islamabad  
+92-319-599-0988  
director\_hr@iesco.com.pk

#### 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 Services 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 services due to a conflict of a nature described in Clause GCC C2.

## 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 **0.06% 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 7.00% of the contract price in acceptable form of Bank Guarantee

#### **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 F**

##### **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 F**

##### **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.

#### **Number of GC Clause F 5 & 6**

##### **Following is the guidance for Dispute Resolution**

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

iv. 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.

v. 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.: **P69902**

To: **HR (IESCO), Director General (HR) IESCO Head Office Street 40, G-7/4, Islamabad**

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 **HR (IESCO), Director General (HR) IESCO Head Office Street 40, G-7/4, Islamabad**

(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 THE SERVICES OF OUTSOURCED FIRM (3RD PARTY) TO PROVIDE RESOURCES (ACCOUNT ASSISTANT) TO IESCO (P69902)** 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.

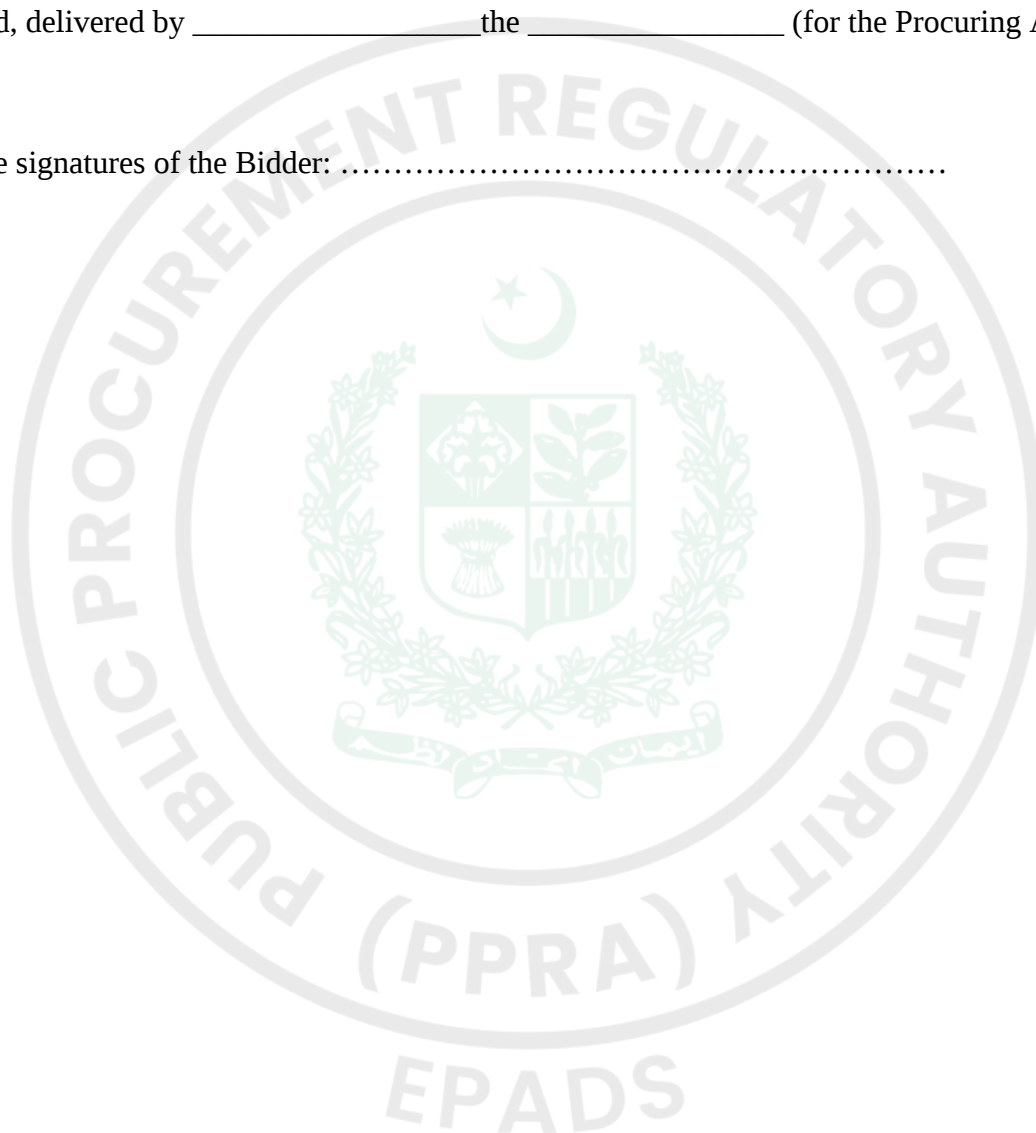
Signed, sealed, delivered by \_\_\_\_\_ the \_\_\_\_\_ (for the Procuring Agency)

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: **HR (IESCO), Director General (HR) IESCO Head Office Street 40, G-7/4, Islamabad**

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

## Technical Proposal Forms

Submit duly filled and signed form/document

Technical Submission (Vendor)

Document Required

See Form Under Additional Forms and Documents: **Technical Proposal Forms** (page number: 75)

## Special Conditions of Contract

Re-submit duly signed document

Technical Submission (Vendor)

Document Required

See Form Under Additional Forms and Documents: **Special Conditions of Contract** (page number: 84)

## Client's Special Requirements, Eligibility Qualification & Criteria for the Title Position and Term of Reference

Re-submit duly signed and stamped document

Technical Submission (Vendor)

Document Required

See Form Under Additional Forms and Documents: **Client's Special Requirements, Eligibility Qualification & Criteria for the Title Position and Term of Reference** (page number: 88)

## Fines and Penalties

Re-submit the signed and stamped doc

Technical Submission (Vendor)

Document Required

See Form Under Additional Forms and Documents: **Fines and Penalties** (page number: 97)

## Special Requirement

Must meet the requirement; otherwise, will be declared non-responsive

Technical Submission (Vendor)

Document Required

See Form Under Additional Forms and Documents: **Special Requirement** (page number: 99)

## Undertaking for Minimum Wages

Mandatory Requirement

Technical Submission (Vendor)

Document Required

See Form Under Additional Forms and Documents: **Undertaking for Minimum Wages** (page number: 101)

## Undertaking for conflict of interest

Mandatory Requirement

Technical Submission (Vendor)

Document Required

See Form Under Additional Forms and Documents: **Undertaking for conflict of interest** (page number: 103)

## Forms for Attendance & Salary disbursement

Information (Read-Only)

See Form Under Additional Forms and Documents: **Forms for Attendance & Salary disbursement** (page number: 105)

## Financial Proposal Form & Price Schedule

Submit duly filled and signed form.

**Note: Enter the prices only in this Price Schedule/Form. Do not enter prices in any other form or document. Any price disclosed in the technical proposal or any other form will be treated as disclosure during the technical evaluation, which leads to disqualification of the bid**

Financial Submission (Vendor)

Document Required

See Form Under Additional Forms and Documents: **Financial Proposal Form & Price Schedule** (page number: 107)





## Procurement Forms

## Past Experience and Completed Contracts

Submit the duly filled and signed form along with the Copies of completed Purchase Orders/Contracts

See Form Under Additional Forms and Documents: **Past Experience and Completed Contracts** (page number: 114)

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

Submit the duly filled, signed and stamped form

See Form Under Additional Forms and Documents: **Historical Contract Non-Performance, and Pending Litigation and Litigation History** (page number: 115)

## Current Contracts and Their Progress

Submit the duly filled and signed form along with the Copies of ongoing Purchase Orders/Contracts

See Form Under Additional Forms and Documents: **Current Contracts and Their Progress** (page number: 117)

## Financial Capacity and Net Worth Evaluation Form

Submit the duly filled and signed form along with the Bank Statement/Credit lines

See Form Under Additional Forms and Documents: **Financial Capacity and Net Worth Evaluation Form** (page number: 118)

## Average Annual Turnover

Submit the duly filled and signed form along with the Audit Reports of last 03 years

See Form Under Additional Forms and Documents: **Average Annual Turnover** (page number: 120)

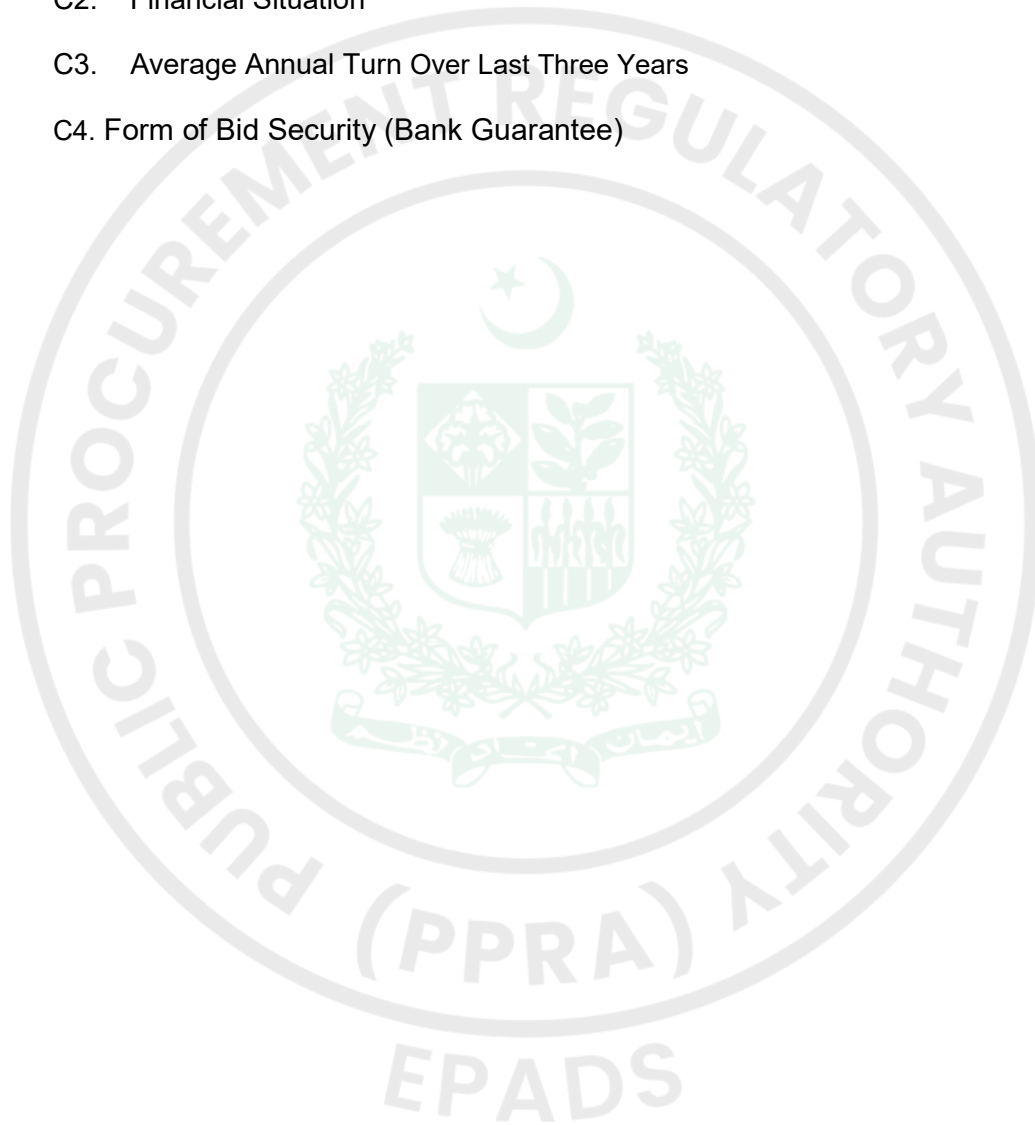




## Additional Forms and Documents

## Technical Proposal – Standard Forms

- B1. Technical Proposal Submission Form
- B2. General information/Firms/Bidders Profile
- B3. Firm's competence and experience in providing services of Human Resource of a similar nature in a timely and efficient manner.
- B4. List of proposed personnel for the contract.
- C2. Financial Situation
- C3. Average Annual Turn Over Last Three Years
- C4. Form of Bid Security (Bank Guarantee)



(B1)

## Technical Proposal Submission

**Date of this Proposal submission:** *[insert date (as day, month and year) of Bid submission]*

**RFP No.:** *[insert number of Bidding process]*

**To:** *[insert complete name of Procuring agency/Company]*

We, the undersigned Bidder, hereby submit the first part of our Bid, the Technical Proposal

In submitting our Bid, we make the following declarations:

- (a) **No reservations:** We have examined and have no reservations to the bidding document, including addenda issued in accordance with Instructions to Bidders and IESCO Blacklisting Mechanism.
- (b) **Eligibility:** We meet the eligibility requirements and have no conflict of interest in accordance with Instructions to bidder (ITB);
- (c) **Conformity:** We offer to execute services in conformity with the bidding document and in accordance with the Scope of Services: *[insert a brief description of the SERVICES]*;
- (d) **Bid Validity Period:** Our Bid shall be valid for the period ----- Days from the date fixed for the Bid submission deadline, and it shall remain binding upon us, and may be accepted at any time before the expiration of that period;
- (e) **Performance Security:** If our Bid is accepted, we commit to obtain a performance security in accordance with the bidding document;
- (f) **One Bid per Bidder:** We are not submitting any other Bid(s) as an individual Bidder, and we are not participating in any other bid(s) as a Joint Venture member or as a subcontractor, and meet the requirements;
- (g) **Suspension and Debarment:** We, along with any of our subcontractors, suppliers, consultants, manufacturers, or any other services for any part of the contract, are not subject to, and not controlled by any entity or individual that is subject to, a temporary suspension or a debarment imposed by the Procuring agency/Company. Further, we are not ineligible under Pakistan laws;
- (h) **State-owned enterprise or institution:** *[select the appropriate option and delete the other] [We are not a state-owned enterprise or institution] / [We are a state-owned enterprise or institution];*
- (i) **Binding Contract:** We understand that this Bid, together with your written acceptance thereof included in your Letter of Acceptance, shall constitute a binding contract between us, until a formal contract is prepared and executed;
- (j) **Not Bound to Accept:** We understand that you are not bound to accept the Most Advantageous Bid or any other Bid that you may receive; and
- (k) **Fraud and Corruption:** We hereby certify that we have taken steps to ensure that no person acting for us, or on our behalf, engages in any type of Fraud and Corruption.

**Name of the Bidder:** *\*[insert complete name of Bidder]*

**Country of Origin of the Bidder:** *[insert country of origin, in case of JV country of origin of lead member]*

**Name of the person duly authorized to sign the Bid on behalf of the Bidder:** \*\* *[insert complete name of person duly authorized to sign the Bid]*

**Title of the person signing the Bid:** *[insert complete title of the person signing the Bid]*

**Signature of the person named above:** *[insert signature of person whose name and capacity are shown above]*

**Date signed** *[insert date of signing]* **day of** *[insert month]*, *[insert year]*

\*: In the case of the Bid submitted by a Joint Venture specify the name of the Joint Venture as Bidder.

\*\*: Person signing the Bid shall have the power of attorney given by the Bidder. The power of attorney shall be attached with the Bid Schedules.



## B.2 General Information of Firms/ Firms/Bidders Profile

**Name and address of applicant:**

**Type of applicant:** (Public limited, private, limited, private practice, wholly owned subsidiary, sole proprietor, etc.)

**Date established:**

---

**Name and address of applicant bankers:**

---

Whether the applicant is registered with Income Tax Department under Pakistani Law? (if so provide)

**Registration:**

**Registration No.** -----

**RA Registration**

**FBR Registration**

**Financial Position (Name of Banks, Certificate of Financial position, Copy of Audited Annual Accounts (of last 3 years) Tax Registration (NTN/STN/FTN)**

---

**Number of Experts/ Consultant/ Human Resource Base:**

**CEO / Managing Director:**

**Contact Person:**

**Telephone numbers:**

**Fax number:**

---

**Email Address:**

---

**B3. Firm's competence and experience in providing services supply of resources organization of equivalent size in a timely and efficient manner**

| Name of Client | Name of Assignment/ Project | Period of Assignment/ Project | Value of Assignment / Project | Present Status of the Assignment/ Project | Number of Personnel Provided |
|----------------|-----------------------------|-------------------------------|-------------------------------|-------------------------------------------|------------------------------|
|                |                             |                               |                               |                                           |                              |
|                |                             |                               |                               |                                           |                              |
|                |                             |                               |                               |                                           |                              |
|                |                             |                               |                               |                                           |                              |
|                |                             |                               |                               |                                           |                              |
|                |                             |                               |                               |                                           |                              |
|                |                             |                               |                               |                                           |                              |

**B-4. List of proposed personnel for the contract.**

| Name of Personnel | CNIC | District /Domicile | Category | EOBI registration No. | Age | Education | Relevant Experience | Year of Education | with last employer, its address, and Phone | Crime record of proposed resources |
|-------------------|------|--------------------|----------|-----------------------|-----|-----------|---------------------|-------------------|--------------------------------------------|------------------------------------|
|                   |      |                    |          |                       |     |           |                     |                   |                                            |                                    |
|                   |      |                    |          |                       |     |           |                     |                   |                                            |                                    |
|                   |      |                    |          |                       |     |           |                     |                   |                                            |                                    |
|                   |      |                    |          |                       |     |           |                     |                   |                                            |                                    |
|                   |      |                    |          |                       |     |           |                     |                   |                                            |                                    |
|                   |      |                    |          |                       |     |           |                     |                   |                                            |                                    |
|                   |      |                    |          |                       |     |           |                     |                   |                                            |                                    |

**C-2****Financial Situation**

| Description | Years<br>PKR |        |        |
|-------------|--------------|--------|--------|
|             | Year-1       | Year-2 | Year-3 |
| Assets      |              |        |        |
| Liabilities |              |        |        |
| Net worth   |              |        |        |

**C-3****Average Annual Turnover of Last three years**

| Years                   | PKR |
|-------------------------|-----|
| Year-1                  |     |
| Year-2                  |     |
| Year-3                  |     |
| Total                   |     |
| Average Annual Turnover |     |

#### **C4.**

##### **Form of Bid Security (Bank Guarantee)**

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

**Beneficiary:** \_\_\_\_\_ *[Name and Address of Company]*

**Date:** \_\_\_\_\_

**BID GUARANTEE No.:** \_\_\_\_\_

We have been informed that \_\_\_\_\_ *[name of the Bidder]* (hereinafter called "the Bidder") has submitted to you its bid dated \_\_\_\_\_ (hereinafter called "the Bid") for the execution of \_\_\_\_\_ *[name of contract]* under Invitation for Bids No. \_\_\_\_\_ ("the IFB").

Furthermore, we understand that, according to your conditions, bids must be supported by a bid guarantee.

At the request of the Bidder, we \_\_\_\_\_ *[name of Bank]* hereby irrevocably undertake to pay you any sum or sums not exceeding in total an amount of \_\_\_\_\_ *[amount in figures]* (\_\_\_\_\_) *[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 bid conditions, because the Bidder:

- (a) has withdrawn its Bid during the period of bid validity specified by the Bidder in the Form of Bid; or
- (b) having been notified of the acceptance of its Bid by the Company 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 security, in accordance with the ITB.

This guarantee will expire: (a) if the Bidder is the successful Bidder, upon our receipt of copies of the contract signed by the Bidder and the performance security issued to you upon the instruction of the Bidder; and (b) if the Bidder is not the successful Bidder, upon the earlier of (i) our receipt of a copy your notification to the Bidder of the name of the successful Bidder; or (ii) twenty-eight days after the expiration of the Bidder's bid.

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

This guarantee is subject to the Uniform Rules for Demand Guarantees, ICC Publication No. 458.

---

[signature(s)]



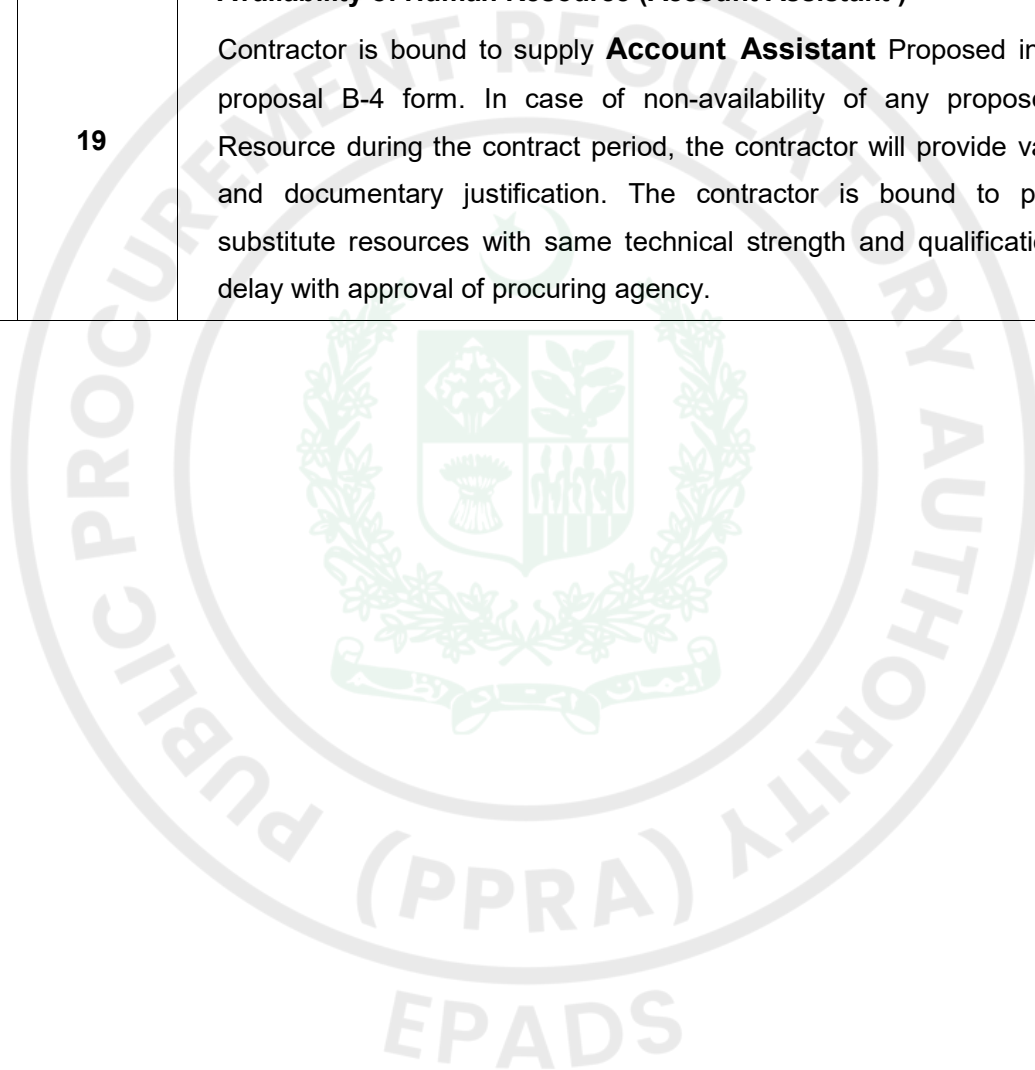
## SPECIAL CONDITIONS

| GCC Clause No. | SCC No. | Supplements to, Clauses in the General Conditions of Contract                                                                                                                                                 |
|----------------|---------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| -              | 1       | The contract name is:<br><b>Provision of Account Assistant per ToR</b>                                                                                                                                        |
| -              | 2       | The Procuring Agency is:<br>Director General (HR) IESCO Islamabad<br>Islamabad Electric Supply Company<br>Address Street No 40, Sector G-7/4, Islamabad<br>Phone No: +92-51-9252080<br>Fax No: +92-51-9252927 |
| -              | 3       | The Service Provider is<br>Name of Authorized representative<br>Designation -----<br>Address -----<br>Phone No. -----<br>Fax No -----                                                                         |
| 2              | 4       | The Applicable Law is: <b>Laws of Islamic Republic of Pakistan</b>                                                                                                                                            |
| 3              | 5       | The language is: <b>English</b>                                                                                                                                                                               |
| -              | 6       | The addresses Procuring agency:<br>The Procuring Agency is:<br>Director General (HR)<br>Address Street No 40, Sector G-7/4, Islamabad<br>Phone No: +92-51-9252080<br>Fax No: +92-51-9252927                   |
|                |         | <b>Service Provider:</b><br>Address -----<br>Phone No. -----<br>Fax No -----                                                                                                                                  |
| -              | 7       | The Authorized Representatives are:<br>The Procuring Agency is:<br>Director General (HR)<br>Address Street No 40, Sector G-7/4, Islamabad<br>Phone No: +92-51-9252080<br>Fax No: +92-51-9252927               |
|                |         | For the Service Provider: The Authorized Representatives are:<br>Address -----<br>Phone No. -----                                                                                                             |

|       |    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|-------|----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|       |    | Fax No-----                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| 7     | 8  | The Contract shall come into force with effect from the date on which both parties have signed the contract i.e. <b>within seven Days from date of Signing of contract</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| 8     | 9  | Service Provider shall commence the services As per ToR                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| 10    | 10 | <p>The Principal period of the contract is One (01) year from the signing of the contract and extendable. for another four (04) year Terms with same terms and condition and mutual consent</p> <p>The contract will only be extended if afresh procurement to enter into a contract cannot be concluded in time or under dire circumstances or emergency need. The contract extension will not be an exclusive right but can be extended further up to another term(s). The renewal shall be based on the following (not limited to) conditions</p> <ol style="list-style-type: none"> <li>1. Mutual consent of both parties.</li> <li>2. Performance review of the service provider dully signed by CFO/FD.</li> <li>3. Approval of Competent Authority.</li> <li>4. Renewal of the Performance Guarantee by the Service Provider.</li> </ol> |
| 17    | 11 | <p>Insurance of Resources for Fatal and Non-Fatal Accident as per ToRs (Medical /Life Insurance)</p> <p>Each personnel shall be insured from NICL or any reputable having PCRA credit rating AA+ for life insurance and medical insurance of Family as per Section -VI.</p> <p>Contractor will provide insurance certificate for each personnel as required by concerned directorate of IESCO.</p> <p>Contractor fails to provide such facility to personnel in case of incident then IESCO reserve the right to forfeit PG and pay it to personnel besides the blacklisting of company.</p>                                                                                                                                                                                                                                                    |
| 18    | 12 | <ol style="list-style-type: none"> <li>1. Approval of insurance company</li> <li>2. Disbursement of wages /Salary through centralized online method (approval of method, mode &amp; medium)</li> </ol>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| 21    | 13 | <p>The Performance Security amount is:</p> <p>(Seven percent) 7% of the final contract price in the form of Bank Guarantee issued by a Schedule bank of Pakistan having rating A+, on the prescribed format attached with the bidding document.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| 25/26 | 14 | Document required by services provider for approval of any permit or NoC shall be provided with approval of competent authority                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| 27    | 15 | <p>The approx. cost of the contract is <b>PKR *****</b> /- (In words-----)</p> <p>(The contract amount is not fixed cost.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |

|    |    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|----|----|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|    |    | <p>Price of wages/salary etc shall be adjusted as Minimum wages notified by concerned Civic administrator.</p> <p>However, Management Fees will be paid on base rate as per price schedule A-.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| 28 | 16 | <p>I. Services Provider shall disburse wages /salary of individual resources in following manner</p> <ol style="list-style-type: none"> <li>Attendance certificate from XEN/DD/SE/PD</li> <li>Overtime payment certificate from SE/PD applicable as per direction of procuring agency</li> <li>Any other information deems appropriate</li> </ol> <p>II. IESCO shall pay payments to services provider in following manner within 30 days from submission of verified invoices.</p> <ol style="list-style-type: none"> <li>Reimbursement of salaries/Wage as per A-3 of price schedule upon submission of original voucher of centralized online payment duly signed by the concerned SDO.</li> <li>Reimbursement of Monthly EOBI charges upon submission of original invoices</li> <li>Reimbursement of Monthly Social Security's charges upon submission of original invoices</li> <li>Payment against uniform and shoes after certification of Safety Director IESCO.</li> <li>Deduction of Penalty as per TOR</li> <li>Liquidate charges on delay disbursement of wages as per ToR</li> </ol> <p>III. Management Fees shall be paid after clearance of payment SSC-6.1(I, II (a to f) above upon submission of following document</p> <ol style="list-style-type: none"> <li>Invoices in triplicate duly verified by above mentioned directorate/department/circle.</li> <li>GST Invoices (if any) along with supporting documents (if any)</li> <li>Copy of contract agreement at first time as per contract form-3</li> <li>Contractor will submit PST certificate as per prescribed of IRA along with each invoice. In case, contractor fails to provide the same, 16% of month invoices shall be deducted and same will be deposited to IRA in name of contractor.</li> </ol> |
|    | 17 | <p><b>Stamp Duty</b></p> <p>This Agreement shall be written &amp; signed on stamped paper in accordance with Stamp Act, 1899 by the Firm/ Contractor.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|    | 18 | <p><b>Documents of Contract agreement</b></p> <p>The following document to contract Agreement shall form an integral part of</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |

|  |    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
|--|----|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  |    | <p>Agreement and shall be interpreted accordingly.</p> <ul style="list-style-type: none"> <li>i) Contract agreement</li> <li>ii) Notice of Award</li> <li>iii) Price schedule</li> <li>iv) Post bid clarification/correspondence.</li> <li>v) This RFP</li> <li>vi) Section-IV of RFP</li> <li>vii) General/Special Conditions of Contract</li> <li>viii) IESCO Mechanism for blacklisting</li> </ul>                                                                                               |
|  | 19 | <p><b>Availability of Human Resource (Account Assistant )</b></p> <p>Contractor is bound to supply <b>Account Assistant</b> Proposed in Technical proposal B-4 form. In case of non-availability of any proposed Human Resource during the contract period, the contractor will provide valid reason and documentary justification. The contractor is bound to provide the substitute resources with same technical strength and qualification with no delay with approval of procuring agency.</p> |



# Client's Special Requirements, Eligibility Qualification & Criteria for the Title Position and Term of Reference

## 1. Introduction

Islamabad Electric Supply Company (IESCO) is a leading power distribution company, committed to providing reliable and efficient electric supply services to approximately **4.0 million valued consumers** across its licensed service areas.

IESCO intends to hire registered firms/ JV Partners/ Consortiums for providing Human Resource/ Resources **Account Assistant** on need basis as detailed in this document, through this advertisement.

The selected **Service Provider** shall be responsible for deploying, managing, and supervising resources at various IESCO sites and operational locations, which include but are not limited to **Islamabad, Rawalpindi, Attock, Jhelum, Chakwal, Murree**, and other areas falling within the IESCO licensed jurisdiction.

## 2. Scope of Work:

| No.         | Function       | Title              | Categories | Maximum Requirement (Nos.) | Location / Office | Quantity In (Nos.) |
|-------------|----------------|--------------------|------------|----------------------------|-------------------|--------------------|
| 1           | Accounts Staff | Accounts Assistant | Skilled    | 101                        | Islamabad         | 47                 |
|             |                |                    |            |                            | Rawalpindi        | 23                 |
|             |                |                    |            |                            | Attock            | 09                 |
|             |                |                    |            |                            | Chakwal           | 12                 |
|             |                |                    |            |                            | Jhelum            | 10                 |
| Grand Total |                |                    |            | 101                        |                   | 101                |

\*On need basis

## 2.1 Notified Daily Rates Adopted by IESCO for Scope of Services

| No.                                                       | Category of Personnel       | Notified Rated<br>per Day<br>(for 6working days per week) |              |
|-----------------------------------------------------------|-----------------------------|-----------------------------------------------------------|--------------|
| Notified Rates of District Islamabad 19-1-2024            |                             |                                                           |              |
| 1.                                                        | Skilled                     | 2,089 / Day                                               |              |
| 2.                                                        | Semi – Skilled              | 1628 / Day                                                |              |
| 3.                                                        | Un – Skilled                | 1423 / Day                                                |              |
| 4.                                                        | Monthly Rates for Part Time |                                                           | -            |
| Rates of District Rawalpindi                              |                             |                                                           | 01 July 2025 |
| 5.                                                        | Skilled                     | 1975 / Day                                                |              |
| 6.                                                        | Semi – Skilled              | 1558/DAY                                                  |              |
| 7.                                                        | Un – Skilled                | 1538/DAY                                                  |              |
| 8.                                                        | Monthly Rates for Part Time | -----                                                     |              |
| Rates of for Districts Attock, Jhelum, Murree and Chakwal |                             |                                                           |              |
| 9.                                                        | Skilled                     | 1939/DAY                                                  |              |
| 10.                                                       | Semi – Skilled              | 1552 / Day                                                |              |
| 11.                                                       | Un – Skilled                | 1538 / Day                                                |              |
| 12.                                                       | Monthly Rates for Part Time | -----                                                     |              |

### Note:

Minimum Wages for above categories issued by concerned District Administration have been adopted by IESCO Board and notified by IESCO Administration Directorate.

# 1. ELIGIBILITY CRITERIA / SOP FOR ACCOUNT ASSISTANT – CATEGORY SKILLED.

| No. | Description             | ELIGIBILITY CRITERIA                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                                            |
|-----|-------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------|
| 1.  | <b>Title</b>            | <b>ACCOUNT ASSISTANT</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                            |
| 2.  | <b>Category</b>         | <b>SKILLED</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                            |
| 3.  | <b>Descriptions</b>     | Duties                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Reporting                                                                  |
|     |                         | <ul style="list-style-type: none"> <li>▪ Preparation of Monthly Accounts of the Division</li> <li>▪ To work as primary Auditor for release of expenditures as well as to play advisory role to the Executive Staff regarding concurrence of Divisional expenditures.</li> <li>▪ Preparation of Imprest Cash Accounting.</li> <li>▪ Preparation of Cash Collection.</li> <li>▪ Preparation of Store Accounting.</li> <li>▪ Preparation of Direct Purchases.</li> <li>▪ Preparation of Payroll accounting.</li> <li>▪ Preparation of IOT Transactions.</li> <li>▪ Recovery of tube well connections costs.</li> <li>▪ To maintain deposit works , journal ledger</li> <li>▪ To maintain MISC Receipts accounting, workshop and construction division cost accounting.</li> <li>▪ To maintain transport operating cost</li> <li>▪ To maintain fixed assets accounting etc.</li> </ul> | Shall report to Accounts Officer Concerned / Assistant Director (Accounts) |
| 4.  | <b>Qualification</b>    | Bachelor's Degree in Commerce (B.Com), Business Administration (Finance), or equivalent (HEC recognized).                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                            |
| 5.  | <b>Age</b>              | 18 – 30 Years (Including General Age Relaxation)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                            |
| 6.  | <b>Medical Category</b> | "A"                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                                            |
| 7.  | <b>Experience</b>       | <ul style="list-style-type: none"> <li>▪ Minimum 3 years' relevant experience in accounts/finance.</li> <li>▪ Minimum 3 years' relevant experience in SAP/ERP.</li> <li>▪ Computer literacy in MS office is compulsory</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                            |

|     |                         |                                                                                                                              |
|-----|-------------------------|------------------------------------------------------------------------------------------------------------------------------|
| 10. | <b>Domicile</b>         | Islamabad, Rawalpindi, Attock, Jhelum, Chakwal & Murree Districts of Punjab as per operational jurisdictional area of IESCO. |
| 12. | <b>Disqualification</b> | Candidates with any physical disability will not be considered for the post.                                                 |



## **2. Terms of Reference:**

### **1. Scope of Services**

- 1) IESCO currently has approximately 80 outsourced resources working as Account Assistants in the Finance Directorate across its operational areas including Islamabad, Rawalpindi, Chakwal, Attock, Jhelum, and Murree. These resources shall initially be managed and if required to be replaced by the successful bidder.
- 2) The Service Provider shall supply trained manpower including Account Assistant, as required by IESCO.
- 3) Deployment shall be on need basis and the number of resources may increase or decrease during the currency of the contract.

### **2. Contract Period**

- 4) The contract shall remain valid for a period of one (01) years.
- 5) The contract may be extended on annual basis subject to satisfactory performance, for a maximum total period of five (05) years.

### **3. Deployment & Posting**

- 6) Resources shall be posted at specified stations or any location within IESCO's area of operation including Sub-Divisions, Directorates, or field offices.
- 7) Posting and transfer of resources shall be at the sole discretion of IESCO Management.
- 8) Engagement of resources shall be made on need basis as per agreed rates.

### **4. Qualification & Documentation**

- 9) The Firm shall provide copies of educational documents, experience certificates, and SAP certification (if available).
- 10) Candidates possessing SAP certification shall be given preference.
- 11) Police Clearance Report and NADRA verification of each resource shall be mandatory prior to deployment.
- 12) The Firm shall maintain personal files for each resource including CNIC, photographs, and credentials.
- 13) Vetting and verification of documents shall be the responsibility of the Firm.

### **5. Selection Procedure**

- 14) The bidder shall provide two candidates for each category.
- 15) IESCO shall select the most suitable candidate after scrutiny of documents and interview.
- 16) IESCO reserves the right to reject any candidate with written justification.

### **6. Training Requirements**

- 17) If required, all deployed resources shall undergo mandatory ten (10) days training at designated IESCO RTC/CTC centers.
- 18) All expenses including boarding, lodging, and refreshments shall be borne by the Service Provider.
- 19) If any resource leaves during training, the Firm shall bear the full training cost.

## **7. Minimum Service Requirement**

- 20) The Firm shall ensure each deployed resource completes at least six (06) months of service.
- 21) Each resource shall provide one (01) month prior notice before resignation.
- 22) In case of non-compliance, IESCO may impose penalty equal to one month quoted rate.

## **8. Replacement & Performance**

- 23) In case of unsatisfactory performance, IESCO may remove any resource without prior notice.
- 24) The Firm shall provide a suitable replacement within seven (07) days.
- 25) Frequent change of manpower shall not be allowed without prior approval of IESCO.

## **9. Leave & Substitute Deployment**

- 26) The Firm shall provide substitutes against leave, sickness, or absence.
- 27) Failure to provide substitute shall result in deduction of two (02) days salary for one day absence.
- 28) Three warning letters may result in contract cancellation.

## **10. Responsibilities of the Firm**

- 29) The Firm shall not sublet the contract to any other contractor.
- 30) The Firm shall ensure discipline, conduct, and performance of deployed resources.
- 31) The Firm shall brief all resources regarding duties and responsibilities.
- 32) Resources shall carry CNIC and firm-issued ID cards at all times.

## **11. Compliance Requirements**

- 33) All resources shall adhere to NEPRA Power Safety Code 2024.
- 34) Government of Pakistan rules and regulations shall be binding on the Firm.
- 35) IESCO may conduct Integrity Due Diligence to ensure compliance with ILO standards including child labor restrictions.

## **12. Liability & Indemnity**

- 36) The Firm shall provide indemnity/insurance for any loss caused by its staff.
- 37) In case of loss, a committee comprising two members from IESCO and one from the Firm shall determine responsibility.
- 38) The Firm shall compensate losses within one month of determination.

## **13. Facilities**

- 39) Residential accommodation, medical facilities, transport, or other benefits shall not be provided by IESCO.

## **14. Conduct & Safety**

- 40) The Firm shall ensure that only physically and mentally fit resources are deployed.
- 41) Any involvement in illegal or criminal activity shall be the responsibility of the Firm.
- 42) The Firm shall not claim any compensation from IESCO in case of accident or injury.

## **15. Commencement of Services**

- 43) The contract shall commence within seven (07) days of signing.
- 44) The Firm shall deploy minimum 50% resources at commencement.
- 45) Delay shall attract penalty @ 0.5% of management fee per day per person.
- 46) Failure to deploy within fifteen (15) days may result in forfeiture of performance guarantee.

## **16. Penalties & Deductions**

- 47) Penalties for misconduct or unsatisfactory performance shall be deducted from monthly bills.
- 48) Failure to provide replacements or substitutes shall attract penalties as per schedule.

## **17. Suspension of Services**

- 49) IESCO may suspend services for up to two (02) consecutive months with thirty (30) days' notice.

## **18. Termination**

- 50) IESCO may terminate the contract by serving one (01) month notice without liability beyond notice period.
- 51) Failure to execute contract may result in cancellation, forfeiture of performance guarantee, and blacklisting.

## **19. General Conditions**

- 52) Area of work and number of resources may be enhanced or reduced.
- 53) IESCO reserves the right to relax or impose any condition deemed necessary.
- 54) All instructions issued by IESCO from time to time shall be binding on the Firm.
- 55) IESCO reserves the right to reject any or all proposals without assigning any reason.

## **20. Relation Between Company, Service Provider and Resources**

- 56) Company will not be responsible for any liability related to resources except as mentioned in this section and subsequently narrated thereon in relevant clauses of GCC and PCC.
- 57) Services provider will own resources during currency of contract and will maintain availability and performance of resources.
- 58) Resources will report to concerned SDO and reporting officer as the case may be, however, resources will not claim any liability from IESCO which including regularization and absorption with company at any stage.
- 59) Services provider will provide an undertaking from each individual resource on stamp paper, which declares that resources will not claim any regularization or permanent Job and condone their all right related to such provision of law to Company.
- 60) In case, any writ petition lodge by any individual or group for claiming right for absorption in IESCO, then Service Provider will bear all cost related to such litigation on behalf of Company.

**21. Financial Requirement:**

- 61) Service Provider will maintain cash flow for disbursement of salary/wages as per A-3 of price schedule at least for next two months.
- 62) Service Provider will disburse salary /wages as per A-3 of price schedule on last working day of each month in order to establish consistency with company policy.
- 63) Service Provider will disburse salary/wages through online-centralized method and submit paid vouchers of centralized paid for reimbursement of wages as mentioned in A-3 of price schedule.

**22. Insurance Liability**

- 64) Service Provider will register each resource with reputed insurance company having credit rating AA+ as Group Life Insurance.
- 65) Insurance company will be approved by IESCO before entering in the agreement with Insurance Company.
- 66) Company shall be responsible to pay the insurance amount including compensation as admissible under The Workers Compensation ACT 1923 to the deceased /affectless in case of Fatal or Non Fatal accident.
- 67) In case of litigation from resources to insurance company, IESCO will not responsible for such litigation and Service Provider will resolve the litigation related to insurance and resources with intimation to company.
- 68) In case IESCO has to incur any cost of litigation, the same cost shall be borne by the service provider whatsoever.

**23. Social Security**

- 69) In case successful bidder is not registered with social security in jurisdiction of IESCO, the service provider will register with government recognized social security agency before commencement of contract.
- 70) Service Provider will ensure all benefits to each resource as admissible under the law

**24. Working duration of Manpower**

- 71) Company being government entity and signatory of ILO therefore, ILO obligation will be adhered strictly.
- 72) Working hour will be 8 hours in a day in different shift under concerned SDO jurisdiction.
- 73) Resources will work 6 day a week or any other requirement of concerned SDO.
- 74) In case of over time, the resources will be entitled for over time max Rs. 6000.00 per month.

**25. Law and Order:**

- 75) Service Provider will deploy good character resources and for the purpose police verification of each resource shall be provided.
- 76) If the strike continues for more than 5 days, the process for termination of contract and forfeiture of Performance guarantee may be initiated after the generation of an official report by office.
- 77) In case damage occurs due to gross negligence or unsatisfactory performance of the service provider, the procuring agency reserves the right to withhold Performance Guarantee or recover the damages, occurred to the

equipment / infrastructure of the office due to such negligence, from the invoice of service provider or do both.



## Fines & Penalties

| Sr. | Summary of Penalties                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Penalties in PKR                                                                                                    |
|-----|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------|
| 1.  | Attendance less than 90% (Absent) * It should be the responsibility of Service Provider to maintain 90% attendance (each day) of HR as mentioned in the Contract. In case any of service provider's personnel(s) as mentioned under the contract is (are) absent / (for every missing personnel that was required to stay on duty for that particular day) a penalty equal to 500 plus the amount of daily wage (which will be calculated on the basis of 26 days per month) shall be deducted from the service provider's Monthly Invoice. i.e., Penalty= 500 plus | 500 plus the amount of daily wage. (Amount of daily wage rate will be calculated on the basis of 26 days per month) |
| 2.  | Service Provider Fails to enroll 100% HR.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 2000 per month plus Monthly Wage Rate per Personnel.                                                                |
| 3.  | Staff is found without uniform.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Rs. 200.00 will be charged for each such staff for that particular day.                                             |
| 4.  | In case any of service provider's personnel deployed under this work order is not present at his assigned place (arrive late or leave early) during inspection.                                                                                                                                                                                                                                                                                                                                                                                                     | Penalty of Rs. 200/- per day. Per person                                                                            |
| 5.  | If any worker (after worked for complete month) not get paid minimum wage as per mentioned in price schedule                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Rs. 5,000 / staff shall be imposed for that month.                                                                  |
| 6.  | Any complaint like misbehave, theft, financial benefits.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 2000 per incident and respective staff Must be replaced immediately.                                                |



### Special Requirements

The bidder shall be required to demonstrate Minimum financial resources equal to twice the monthly requirement

1. Minimum monthly financial requirements are as follows:

| Sr # | AREA              | RATE 26<br>DAY/MONTH | RATE 2 MONTH  |
|------|-------------------|----------------------|---------------|
| 1    | Account Assistant | 5,296,642.00         | 10,593,284.00 |





## UNDERTAKING FOR MINIMUM WAGE RATE

To

Director General (HR) IESCO Islamabad

**SUBJECT: Undertaking for Minimum Wages to Staff / Resource as per price schedule**

Respected Sir

It is undertaken that M/S \_\_\_\_\_ is currently practicing the under mentioned human resource policy and also will continue to practice the same in future under the contract named “\_\_\_\_\_”. Any non-compliance in below mentioned shall be headed towards the breach of contract.

1. Provision of minimum wage as notified by the Government of Punjab/ICT/IESCO (BOD) applicable for the period of Contract.
2. Child Labour is forbidden under the contract. Children under the age of 18 years will not be employed, as per the Pakistani law.
3. All Labour laws including social Security and EOBI etc. are applicable in the Contract and will remain the responsibility of the Service Provider.
4. Our firm NTN Number is \_\_\_\_\_ and it was established in \_\_\_\_\_

**Note:** All tender terms and conditions are accepted as laid down in the tender inquiry Regards

Mr. \_\_\_\_\_

M/s \_\_\_\_\_

**Note:**

**I. This will be printed on stamp paper worth Rs. 100. Duly attested by notary public**

**II. In case of non-compliance of minimum wages conditions, contract will be terminated subsequently case will be led for blacklisting**



## **UNDERTAKING FOR CONFLICT OF INTEREST**

### **On non-judicial stamp Paper Rs.100**

Reference to the contract / purchase order / supply order no. -----  
----- Titled----- dated -----, which we have entered into /  
received from the-----.

We hereby confirm that we (including our company, firm, associates, subsidiaries and related parties) have not entered into any contract (including employment contract), transaction, or any other business/other relationship, with any person (including the current Service Provider, ex-Service Provider or any relative/associate of the Service Provider or Service Provider) or organization, in conflict of our contractual obligations under the said contract.

We also confirm that we shall not enter into any of above-mentioned contract, transaction or relationship in future unless we obtain written permission from company-----.

**AUTHORIZED REPRESENTATIVE  
NAME OF THE COMPANY**



| CONTRACT FORM-1 – SALARY DISBURSEMENT REPORT FORMAT           |                   |      |           |                                              |
|---------------------------------------------------------------|-------------------|------|-----------|----------------------------------------------|
| <b>Salary Disbursement Report</b>                             |                   |      |           |                                              |
| As per Prevailing Labor Laws, Minimum Wage Rate and any other |                   |      |           |                                              |
| <b>For the Month</b>                                          |                   |      |           |                                              |
| Sr.                                                           | Name of Personnel | CNIC | Signature | Evidence of payment i.e. Crossed cheque etc. |
|                                                               |                   |      |           |                                              |
|                                                               |                   |      |           |                                              |
|                                                               |                   |      |           |                                              |

*\* To be provided by Service Providers and attach with the Monthly Invoices from 2<sup>nd</sup> Month onward.*

### CONTRACT FORM-1 – ATTENDANCE REPORT FORMAT

| No.                                                          | Name | CNIC | Designation | Shift /<br>Deployment<br>Place | Bio-metric<br>Attendance | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
|--------------------------------------------------------------|------|------|-------------|--------------------------------|--------------------------|---|---|---|---|---|---|---|---|---|----|----|----|----|----|----|
| 1                                                            |      |      |             |                                |                          |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |
| 2                                                            |      |      |             |                                |                          |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |
| 3                                                            |      |      |             |                                |                          |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |
| 4                                                            |      |      |             |                                |                          |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |
| 5                                                            |      |      |             |                                |                          |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |
| 6                                                            |      |      |             |                                |                          |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |
| 7                                                            |      |      |             |                                |                          |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |
| 8                                                            |      |      |             |                                |                          |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |
| 9                                                            |      |      |             |                                |                          |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |
| 10                                                           |      |      |             |                                |                          |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |
| <b>Required /Deployed</b>                                    |      |      |             |                                |                          |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |
| <b>Total Present on each Day</b>                             |      |      |             |                                |                          |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |
| <b>Total Absent /Missing Personnel per Day</b>               |      |      |             |                                |                          |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |
| <b>No of Late Arrival, early leave, Vacant Point per day</b> |      |      |             |                                |                          |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |
| <b>Penalty on absent /Missing per day</b>                    |      |      |             |                                |                          |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |
| <b>Total Penalty on each Day</b>                             |      |      |             |                                |                          |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |
| <b>DAILY WAGE RATE = AS PER PRICE SCHEDULE RATE</b>          |      |      |             |                                |                          |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |

## C1. – Financial Proposal Submission Form

**Director General (HR)**  
**Islamabad Electric Supply Company (IESCO)**  
**St# 40 Sector G-7/4 Islamabad**

Sir,

We, the undersigned, offer to provide services for provision of “-----  
-----” in accordance with your Request for Proposal and our Proposal (Technical and Financial Proposals). Our attached Financial Proposal is for the sum of [Amount in words and figures]. This amount is inclusive of all the local taxes, duties, fees, levies and other charges applicable on our agency/firm under the Pakistani law.

Our Financial Proposal shall be a binding upon us subject to the modifications resulting from Contract negotiations, up to expiration of the validity period of the Proposal, which is ----- number of calendar days, applicable from the date of advertisement.

Though included in the above-mentioned fee and gratuities, if any, paid or to be paid by us to agents relating to this Proposal and Contract execution, if we are awarded the Contract, are listed below:

| Name and Address<br>of Agents | Amount in Pak Rs. | Purpose of Company<br>or Gratuity |
|-------------------------------|-------------------|-----------------------------------|
| _____                         | _____             | _____                             |
| _____                         | _____             | _____                             |
| _____                         | _____             | _____                             |

We understand you are not bound to accept any Proposal you receive.

We remain,

Yours sincerely,

Authorized Signature:

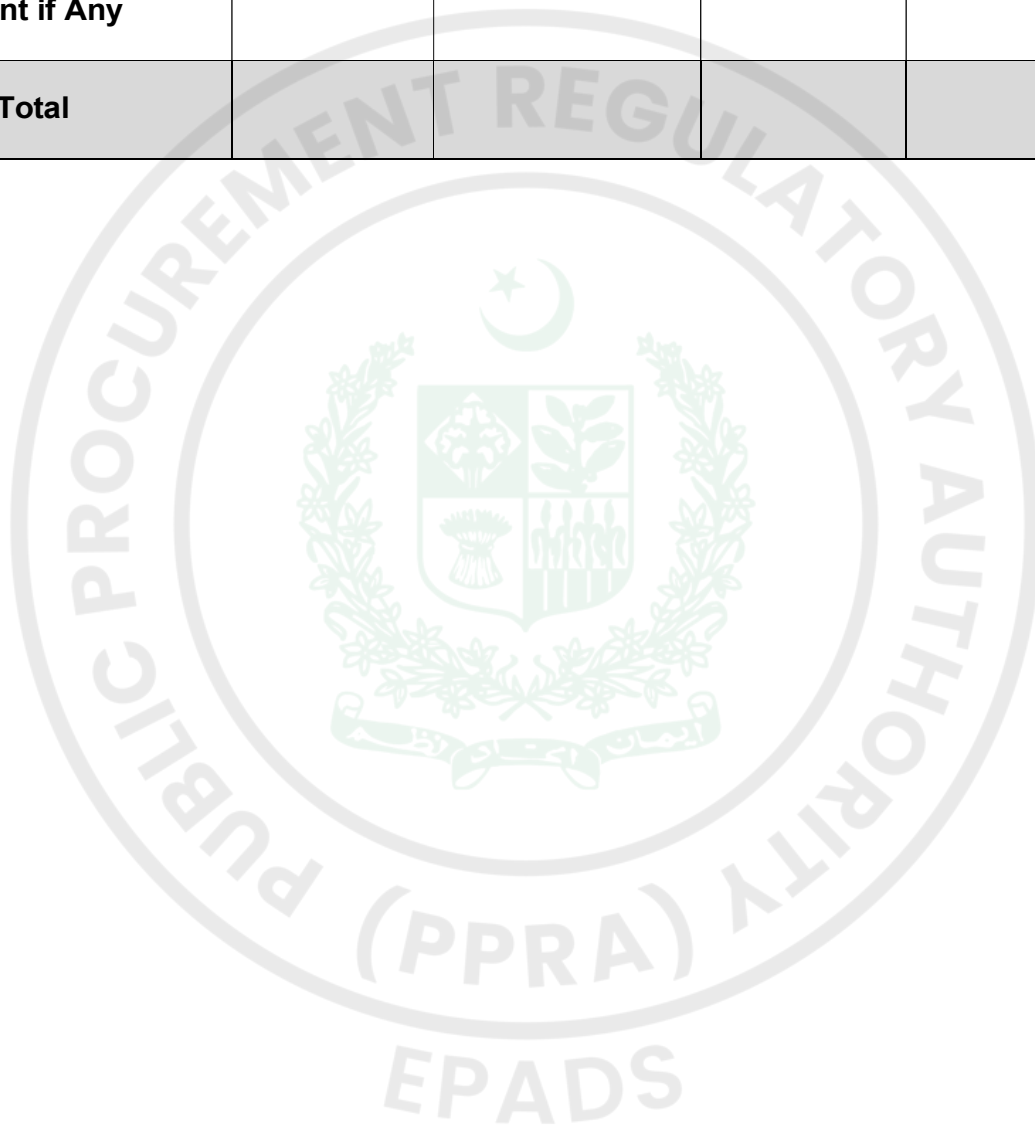
Name and Title of Signatory:

Name of Firm:

Address:

### C – I – Summary of Costs

| No.             | Description         | Total Salary Payment | Total Management Fees | Total Statutory Payment | Total Quoted Price |
|-----------------|---------------------|----------------------|-----------------------|-------------------------|--------------------|
|                 |                     | (PKR In Millions)    |                       |                         |                    |
| 1               | Accounts Assistant) |                      |                       |                         |                    |
| Discount if Any |                     |                      |                       |                         |                    |
| Grand Total     |                     |                      |                       |                         |                    |



**C – I – (A) – Price Schedule**

| No.         | Title                  | Category | Location   | Quantity<br>In<br>Nos. | Base<br>Rate<br>/Govt<br>Minimum<br>Wages<br>Rate/Per<br>Person<br>Per Day | Total<br>Contract<br>Rate per<br>Year /<br>Per<br>person | Total<br>Contract<br>rate /<br>Year |
|-------------|------------------------|----------|------------|------------------------|----------------------------------------------------------------------------|----------------------------------------------------------|-------------------------------------|
| 1           | 2                      | 3        | 4          | 5                      | 6                                                                          | 7                                                        | 8 = (5x7)                           |
| 1           | Accounts<br>Assistant) | Skilled  | Islamabad  | 47                     | 2,089                                                                      |                                                          |                                     |
|             |                        |          | Rawalpindi | 23                     | 1,975                                                                      |                                                          |                                     |
|             |                        |          | Attock     | 09                     | 1,939                                                                      |                                                          |                                     |
|             |                        |          | Chakwal    | 12                     | 1,939                                                                      |                                                          |                                     |
|             |                        |          | Jhelum     | 10                     | 1,939                                                                      |                                                          |                                     |
| Grand Total |                        |          |            |                        |                                                                            |                                                          |                                     |

## C – I Price Schedule (Account Assistant)

| No. | Category of Payment        | Sr. | Description                                                                                                     | Total Quoted Price (PKR) without GST |            |                          |
|-----|----------------------------|-----|-----------------------------------------------------------------------------------------------------------------|--------------------------------------|------------|--------------------------|
|     |                            |     |                                                                                                                 | Islamabad                            | Rawalpindi | Attock, Chakwal & Jhelum |
| A.  | Personnel Salary           | A-1 | Base Rate / Notified Minimum Wages Rate/Per Person Per Day                                                      |                                      |            |                          |
|     |                            | A-2 | Quoted Rate in (%) Per Person Per Day (Equal or greater of Base Rate)                                           |                                      |            |                          |
|     |                            | A-3 | Rate in PKR Per Person Per Day ( $A-3=A-1 \times \text{quoted percentage in A-2}$ )                             |                                      |            |                          |
|     |                            | A-4 | Total Rate ( $A-4 = A-1+A-3$ ) per day per person                                                               |                                      |            |                          |
|     |                            | A-5 | Total Contract Rate / Person / Month (22 Days) ( $A-5= A-4 \times 22$ )                                         |                                      |            |                          |
|     |                            | A-6 | Total Contract Rate / Person / Year ( $A-6=A-5 \times 12$ )                                                     |                                      |            |                          |
| B.  | Management's Fee / Charges | B-1 | Management Fees Per Person Per Day (%age) of A-1 (base Rate)                                                    |                                      |            |                          |
|     |                            | B-2 | Total Rate of Management fees in Amount Per Person Per Day ( $B-2=A-1 \times \text{quoted percentage in B-1}$ ) |                                      |            |                          |
|     |                            | B-3 | Total Rate of Management Fees in Amount per person for 22 Days ( $B-3=B-2 \times 22$ )                          |                                      |            |                          |

|                                                   |                              |            |                                                                                    |  |  |  |
|---------------------------------------------------|------------------------------|------------|------------------------------------------------------------------------------------|--|--|--|
|                                                   |                              | <b>B-4</b> | <b>Total Rate of Management Fees in<br/>PKR Person / Year = (B-4=B-3 x<br/>12)</b> |  |  |  |
| <b>C.</b>                                         | <b>Statutory<br/>Payment</b> | <b>C-1</b> | EOBI Contribution per person Per<br>Month                                          |  |  |  |
|                                                   |                              | <b>C-2</b> | Social Security Contribution per<br>person Per Month                               |  |  |  |
|                                                   |                              | <b>C-3</b> | GLI (Fatal and non-Fatal) Insurance<br>Contribution per person Per Month           |  |  |  |
|                                                   |                              | <b>C-4</b> | Total of Statutory Payment per<br>person Per Month C-4 = C-1+C-2+C-<br>3)          |  |  |  |
|                                                   |                              | <b>C-5</b> | <b>Total Rate of Statutory in Amount<br/>per person per year (C-5=C-4x12)</b>      |  |  |  |
| <b>Grand Total / Person / Month (A-5+B-3+C-4)</b> |                              |            |                                                                                    |  |  |  |
| <b>Grand Total / Person / Year (A-6+B-4+C-5)</b>  |                              |            |                                                                                    |  |  |  |

---

**Notes:**

1. Management Fees shall include all taxes and duties applicable as per Law, however management Fees will exclude GST and PST, the same shall be reimbursable upon submission of original Invoices on annex-C
2. In case of change of minimum wages rates as and when notified by Govt., IESCO is committed to pay the firm based on updated calculations using the new prevailing/revised rates, however, quoted price in Percentage (A-2) shall remained fixed and firm.
3. The firm shall provide copies of required educational documents, relevant experience letters, SAP certification (if available) for the proposed manpower. Proposed manpower possessing SAP certification will be given preference.
4. Firm is obligated to pay as per quoted rate (A-3) to the hired manpower/ personnel. Firm will make necessary revision by taking into account of revised rates as and when notified by Govt. IESCO reserves the right to ask for documentary evidence in this regard.
5. In case of revision of Minimum-wages as and when required the necessary amendment shall be made in price schedule with approval of competent authority.
6. Observance of minimum wages of respective category is mandatory legal requirements. Service Provider must submit an affidavit with the Technical Bid that quoted rates are equal or higher than minimum wages notified by Govt. and as given in above Table. In case of non-compliance, same shall be treated as reason of disqualification.
7. The Percentage margin and management Fee percentage (%) quoted by the Service Provider shall remain fixed and non-negotiable throughout the currency of the contract. Management fee shall be considered on base rate as mentioned in A-1 of price schedule.
8. Services Provider will pay wages as quoted in A-3 of price schedule through online method in individual accounts on last working day of every month, in case Service provider delay in payment of wages beyond last working day then 0.5% per day of management fees shall be deducted as liquidate damages which will not be refunded in any case.
9. Wages Transfer vouchers shall be provided to concerned DDO on last working day of months.
10. The Service Provider must strictly comply with all prevailing Labour, industrial, commercial laws, including but not limited to:
  - a. Minimum Wage Laws
  - b. Social Security Ordinances
  - c. Life Insurance Requirements
  - d. The Industrial and Commercial Employment (Standing Orders) Ordinance, 1968.

**Note:** IESCO reserves the right to seek documentary proof of such compliance at any time. Failure to comply shall result in termination of the contract, forfeiture of Performance Guarantee, and potential distribution of withheld invoice amounts directly to the affected personnel.

11. The salaries of personnel shall automatically be adjusted in accordance with any revisions to the minimum wage/package schedule or rates, as officially notified. The

bidder shall be obligated to implement any such increase in the minimum wage for its Service Provides.

12. The Service Provider must ensure all deployed personnel through a reputable insurance company such as NICL or equivalent having PCRA rating AA+ for Fatal and Non-Fatal accident. In the event of a fatal or non-fatal accident, the Service Provider shall ensure payment of claims in accordance with the prevailing Government of Pakistan policies.
13. OPD/IPD shall be covered from Social Security as quoted in C-2 of Price Schedule.
14. Personnel engaged under this contract shall not be entitled to receive any benefits such as Travel Allowance (TA/DA), medical allowance, housing, or transportation benefits from IESCO.
15. Hiring of Personnel will be dealt separately for each category.
16. IESCO will reserve the right to award the contract to the lowest bidder accordingly.
17. Service Provider is responsible for security clearance and Medical Fitness of each personnel for this contract, for the purpose contractor shall provide Medical Fitness Category "A" Certificate and Police Clearance Certificate.
18. The number of personnel indicated in the bidding documents is tentative and provided solely for the purpose of bid evaluation, the quantity of resources may increase or decrease as the case may be during currency of contract, however rates remain same as mentioned in respective category of price schedule for each addition of manpower.
19. The Service Provider shall be obligated to maintain a ready and verified pool of trained resources during currency of contract, sufficient to meet any additional resources demands raised by IESCO at any time.
20. Upon demand by IESCO, the Service Provider must ensure the deployment of additional required personnel within the committed response time, not exceeding the period specified in the Contract (or as mutually agreed in writing for exceptional circumstances).
21. Failure to provide the additional required resources from the ready pool within the stipulated timeline shall entitle IESCO to:
  - Impose penalties as per the Contract's penalty clauses;
  - Deduct the equivalent cost from the Service Provider's invoices;
  - Initiate termination proceedings, if non-compliance persists.

## Past Experience / Contracts

| Contracts over <i>[insert amount]</i> 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><br>Name of Procuring Agency: <i>[insert full name]</i><br>Address of Procuring Agency: <i>[insert street/city/country]</i><br>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>                    | Contract Identification: [indicate complete contract name, number, and any other identification]<br>Name of Procuring Agency: <i>[insert full name]</i><br>Address of Procuring Agency: <i>[insert street/city/country]</i><br>Matter in dispute: <i>[indicate main issues in dispute]</i><br>Party who initiated the dispute: <i>[indicate "Procuring Agency" or "Supplier"]</i><br>Status of dispute: <i>[Indicate if it is being treated by the Adjudicator, under Arbitration or being dealt with by the Judiciary]</i> | <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.<br><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>                | Contract Identification: [indicate complete contract name, number, and any other identification]<br>Name of Procuring Agency: <i>[insert full name]</i><br>Address of Procuring Agency: <i>[insert street/city/country]</i><br>Matter in dispute: <i>[indicate main issues in dispute]</i><br>Party who initiated the dispute: <i>[indicate "Procuring Agency" or "Supplier"]</i><br>Court/ arbitral award decision: <i>[Indicate if the award decision was against the Applicant or any member of a joint venture.]y]</i>  | <i>[insert amount]</i>                                                  |

## Current Contract Commitments / Works in Progress

Bidders and each member to a JV should provide information on their current commitments on all contracts that have been awarded, or for which a letter of intent or acceptance has been received, or for contracts approaching completion, but for which an unqualified, full completion certificate has yet to be issued.

| Current Contract Commitments |                  |                                         |                                                   |                                 |                                                                         |
|------------------------------|------------------|-----------------------------------------|---------------------------------------------------|---------------------------------|-------------------------------------------------------------------------|
| No.                          | Name of Contract | Employer's<br>Contact Address, Tel, Fax | Value of<br>Outstanding Work<br>[Current Eq. PKR] | Estimated<br>Completion<br>Date | Average Monthly<br>Invoicing Over Last Six<br>Months<br>[Eq. PKR/month] |
| 1                            |                  |                                         |                                                   |                                 |                                                                         |
| 2                            |                  |                                         |                                                   |                                 |                                                                         |
| 3                            |                  |                                         |                                                   |                                 |                                                                         |
| 4                            |                  |                                         |                                                   |                                 |                                                                         |
| 5                            |                  |                                         |                                                   |                                 |                                                                         |
|                              |                  |                                         |                                                   |                                 |                                                                         |

## 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<br>in<br>(currency)                | Historic information for previous [insert number] years,<br>[insert in words]<br>(amount in currency, currency, exchange rate*, PKR<br>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<br>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.

---

<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

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