



RFP No. 03/HR/Contractor / JPCL/2026

**BIDDING DOCUMENTS
THROUGH NATIONAL COMPETITIVE BIDDING**

**FOR
HIRING OF FIRM / CONTRACTOR FOR SUPPLYING OF SKILLED /UN-
SKILLED MANPOWER AT JPCL TPS, JAMSHORO POWER COMPANY
LIMITED
AT
660 MW COAL FIRED POWER PLANT**



JAMSHORO POWER COMPANY LIMITED
OCTOBER-2026

SUMMARY OF BIDDING DOCUMENTS

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NOTICE TO INVITE BID

**HIRING OF FIRM /CONTRACTOR FOR SUPPLYING OF SKILLED / UN-SKILLED
MANPOWER THROUGH NATIONAL COMPETITIVE BIDDING SINGLE STAGE
ONE ENVELOPE PROCEDURE WITH LEAST COST SELECTION**

RFP No. 03/HR/ Contractor / JPCL/2026

1	Scope	Hiring of Firm / Contractor for supplying of Skilled /Un-skilled manpower to Jamshoro Power Company Limited at 660 MW Coal Fired Power Plant
2	Eligibility of Bidders	i) Registered in FBR ii) Registered in Sindh Revenue Board.
3	Bidding Procedure	RFP/Bidding shall be conducted on Single Stage One Envelope Procedure as per PPRA Rules. The evaluation will be based on Quality and Cost Based Selection to select as “Most Advantageous Proposer/Bidder”
4	Submission	Electronic Submission through EPAD
5	Closing Date and Time of submission of Bid	On or Before 11.30 hrs 9 th November -2026
6	Date and Time of Opening	At 12.00 hrs on 9 th November-2026
7	Bid Document can be had from	The document can be downloaded from PPRA Website through EPADs
8	Bid Security	Rs. 1,000,000.00
9	Bid Validity	90 Days after opening of the Proposal
10	Contact Details	For any query please contact the officer address given below; Phone-022-9213714

Chief HR & Admn. Officer

Jamshoro Power Company Limited
Mohra Jabal Dadu Road Jamshoro

(3)



INSTRUCTION TO BIDDERS

A- INTRODUCTION

1- Source of Funding

1.1 The Procuring agency is Power Generation Company have its own sources of earning through Sale of Electrical Energy to Central Power Purchasing Agency and raised monthly invoices can be utilized for the Procurement of Services of skilled/unskilled manpower i-e Head Fireman, Fireman, Fire Vehicle Driver, Pump Operator, Caretaker, Khateeb and Office Boy the said funds will be applied to eligible payments under the contract for which these bidding documents are issued.

1.2 Payment by the Fund will be made only at the request of the Procuring agency and upon approval by the competent authority, and in all respect to the terms and conditions of the agreement. No party other than the Procuring agency shall derive any rights or have any claim to the allocated fund proceeds.

2- Eligible Bidders

2.1 This Invitation for Bids is open to all suppliers from eligible source through E-Bid, E-Pak Acquisition and Disposal System E-PADS as defined in the PPRA Rules-2004, (amended till date) and its Bidding Documents except as provided hereinafter.

2.2 Bidders should not be associated, or have been associated in the past, directly or indirectly, with a firm or any of its affiliates which have been engaged by the Procuring agency to provide consulting services for the preparation of the design, specifications, and other documents to be used for the procurement of the goods & Services to be purchased under this Invitation for Bids.

2.3 Government-owned enterprises in the Province of Sindh may participate only if they are legally and financially autonomous, if they operate under commercial law, and if they are not a dependent agency of the Government of Sindh.

3- Eligible Goods and Services

3.1 All Goods and Services to be supplied under this Contract shall have their origin in eligible countries listed in Appendix 'A' to Instructions to Bidders and all expenditures made under the Contract will be limited to such Goods and Services.

3.2 For purpose of this Clause, "origin" means the place where the Goods are mined, grown or produced or from where the Services are supplied. Goods are produced when, through manufacturing, processing or substantial and major assembling of components, a commercially recognized product results that is substantially different in basic characteristics or in purpose or utility from its components.

3.3 The origin of Goods and Services is distinct from the nationality of the Bidder.

(5)



4- Cost of Bidding

4.1 The Bidder shall bear all costs associated with the preparation and submission of its respective bid and the Owner will in no case be responsible or liable for those costs, regardless of the conduct or outcome of the bidding process.

B- BIDDING DOCUMENTS

5- Content of Bidding Documents

5.1 The bidding documents include:

- a) Instructions to Bidders (ITB)
- (b) Bid Data Sheet
- (c) Qualification Criteria
- (d) General Conditions of Contract (GCC)
- (e) Special Conditions of Contract (SCC)
- (f) Technical Specifications
- (g) Standard Forms

5.2 The Bidder is expected to examine all instructions, forms, terms, and specifications in the bidding documents. Failure to furnish all information

required by the bidding documents or to submit a bid not substantially

responsive to the bidding documents in every respect will be at the Bidder's risk and may result in the Rejection of its bid.

6- Clarification of Bidding Documents

6.1 A prospective Bidder requiring any clarification(s) in respect of the Bidding Documents may notify the Owner in writing through Email: ceo@gmail.com.pk. Owner will examine the request for clarification of the Bidding Documents which it receives not later than seven (07) days prior to the deadline for the submission of bids and if needed will issue the clarification/amendment of the Bidding Documents at least three (03) days before the date of submission of Bids (without identifying the source of enquiry but including its description) to all prospective Bidders who have purchased the Bidding Documents.

7- Amendment of Bidding Document

7.1 At any time prior to the deadline for submission of bids, the Owner may, for any reason, whether at his own initiative or in response to a clarification requested by a prospective Bidder, modify the Bidding Documents by issuing addendum.

7.2 Any addendum thus issued shall be part of the Bidding Documents pursuant to Sub-Clause 5.1 hereof, and shall be communicated in writing to all purchasers of the Bidding Documents. Prospective Bidders shall acknowledge receipt of each addendum in writing to the Owner. The Bidder shall also confirm in the Form of Bid that the information contained in such addenda have been considered in preparing his bid.

7.3 To afford prospective Bidders reasonable time in which to take an addendum into account in preparing their bids, the Owner may at its discretion extend the deadline for submission of bids in accordance with Clause IB. 19

(6)



C-PREPARATION OF BIDDING DOCUMENTS

- 8- Language of Bid** 8.1 **The** Bid prepared by the Bidder and all correspondence and documents related to the Bid, exchanged by the Bidder and the Owner shall be written in the English language, provided that any printed literature furnished by the Bidder may be written in any other language so long as accompanied by an English translation of its pertinent passages in which case, for purposes of interpretation of the Bid, the English translation shall give.
- 9- Documents
Comprising the
Bid** 9.1 Instruction to bidders
 Bid Data Sheet
 Qualification Criteria
 General Conditions of Contract
 Special Conditions of Contract
 Technical Specifications
 Standard Forms.
- 10- Bid Form** 10.1 The Bidder shall complete, sign and seal the Form of Bid, Appendices (A to G, or as modified) to Bid and Schedule of Prices furnished in the Bidding Documents and shall also enclose other information as detailed in Clause IB.9.
- 11- Bid Prices** 11.1 The Bidder shall indicate on the appropriate Price Schedule the unit prices (where applicable) and total bid price of the services (category wise) it proposes to supply under the contract.
- 11.2 Prices indicated on the Price Schedule. The price of other (incidental) services, if any, listed in the Bid Data Sheet will be entered separately.
- 11.3 The Bidder's separation of price components in accordance with ITB Clause 11.2 above will be solely for the purpose of facilitating the comparison of bids by the Procuring agency and will not in any way limit the Procuring agency's right to contract on any of the terms offered.
- 11.4 Prices quoted by the Bidder shall be fixed during the Bidder's performance of the contract and not subject to variation on any account, unless otherwise specified in the Bid Data Sheet. A bid submitted with an adjustable price quotation will be treated as nonresponsive and will be rejected, pursuant to ITB Clause 24. If, however, in accordance with the Bid Data Sheet, prices quoted by the Bidder shall be subject to adjustment during the performance of
- the contract, a bid submitted with a fixed price quotation will not be rejected, but the price adjustment would be treated as zero.



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| 12- Bid Currencies | 12.1 Prices shall be quoted in Pak Rupees unless otherwise specified in the Bid Data Sheet. |
| 13- Documents Establishing Bidder's Eligibility and Qualification | <p>13.1 Pursuant to ITB Clause 9, the Bidder shall furnish, as a part of its bid, documents establishing the Bidder's eligibility to bid and its qualifications to perform the contract if its bid is accepted.</p> <p>13.2 The documentary evidence of the Bidder's eligibility to bid shall establish to the Procuring agency's satisfaction that the Bidder, at the time of submission of its bid, is from an eligible country as defined under ITB Clause 2.</p> <p>13.3 The documentary evidence of the Bidder's qualifications to perform the contract if its bid is accepted shall establish to the Procuring agency's satisfaction:</p> <ul style="list-style-type: none">(a) that, in the case of a Bidder offering to supply services under the contract which the Bidder did not arrange or otherwise produce, the Bidder has been duly authorized by the goods' Manufacturer or producer to supply the services in the Procuring agency's country;(b) that the Bidder has the financial, technical, and production capability necessary to perform the contract;(c) That, in the case of a Bidder not operating from within the Procuring Agency's country, the Bidder is, or will be (if awarded the contract), represented by a local agent or office in Pakistan, capable and authorized to coordinate and ensure the timely provision, supervision, and replacement (if required) of the deployed skilled manpower as per the terms and conditions specified in the Contract and/or Scope of Services.(d) That the Bidder meets the qualification criteria listed in the Bid Data Sheet. |
| 14- Documents Establishing Goods' Eligibility and Conformity to Bidding Documents | <p>14.1 Pursuant to ITB Clause 9, the Bidder shall furnish, as part of its bid, documents establishing the eligibility and conformity to the bidding documents of all goods and services which the Bidder proposes to supply under the contract.</p> <p>14.2 The documentary evidence of the eligibility of the goods and services shall consist of a statement in the Price Schedule of the country of origin of the goods and services offered which shall be confirmed by a certificate of origin issued at the time of shipment.</p> <p>14.3 The documentary evidence of conformity of the goods and services to the bidding documents may be in the form of literature, drawings, and data, and shall consist of:</p> |



14.4 For purposes of the commentary to be furnished pursuant to ITB Clause 14.3(c) above, the Bidder shall note that standards for workmanship, material, and equipment, as well as references to brand names or catalogue numbers designated by the Procuring agency in its Technical Specifications, are intended to be descriptive only and not restrictive. The Bidder may substitute alternative standards, brand names, and/or catalogue numbers in its bid, provided that it demonstrates to the Procuring agency's satisfaction that the substitutions ensure substantial equivalence to those designated in the Technical Specifications.

14.5 The successful bidder shall provide training to the combat staff of the Procuring Agency, as required, without any additional cost.

15- Bid Security

15.1 Pursuant to ITB Clause 9, the Bidder shall furnish, as a part of its bid, a bid security in the amount specified in the Bid Data Sheet.

15.2 The bid security is required to protect the Procuring agency against the risk of Bidder's conduct which would warrant the security's forfeiture, pursuant to ITB Clause 15.7.

15.3

(a) a bank guarantee or an irrevocable letter of credit issued by a reputable bank located in the Procuring agency's country, in the form provided in the bidding documents or another form acceptable to the Procuring agency and valid for thirty (30) days beyond the validity of the bid; or

(b) Irrevocable en-cashable on-demand Bank call-deposit.

15.4 Any bid not secured in accordance with ITB Clauses 15.1 and 15.3 will be rejected by the Procuring agency as nonresponsive, pursuant to ITB Clause 24.

15.5 The bid securities of unsuccessful Bidders will be returned upon award of contract to the successful Bidder or on the expiry of validity of Bid Security whichever is earlier.

15.6 The Bid Security of the successful Bidder will be returned when the Bidder has furnished the required Performance Security, pursuant to Clause IB.32 and signed the Contract Agreement, pursuant to Clause IB.31

15.7 The bid security may be forfeited:

(a) if a Bidder withdraws its bid during the period of bid validity specified by the Bidder on the Bid Form; or

(b) in the case of a successful Bidder, if the Bidder fails:



- (i) to sign the contract in accordance with ITB Clause 32;
Or
- (ii) to furnish performance security in accordance with ITB Clause 33.

**16- Period of
Validity of Bids**

16.1 Bids shall remain valid for the period specified in the Bid Data Sheet after the date of bid opening prescribed by the Procuring agency, pursuant to ITB Clause 19. A bid valid for a shorter period shall be rejected by the Procuring agency as nonresponsive.

16.2 In exceptional circumstances, the Procuring agency may solicit the Bidder's consent to an extension of the period of validity. The request and the responses thereto shall be made in writing. The bid security provided under ITB Clause 15 shall also be suitably extended. A Bidder may refuse the request without forfeiting its bid security. A Bidder granting the request will not be required nor permitted to modify its bid, except as provided in the bidding document.

**17- Format and
Signing of Bid**

17.1 All bid documents shall be submitted electronically through EPADS. Documents shall be signed and scanned with authorized signatures. Physical signatures and initials on each page are not required.

17.2 Any interlineations, erasures, or overwriting shall be valid only if they are initialed by the person or persons signing the bid.

17.3 The Bidder shall furnish information as described in the Form of Bid on commissions or gratuities, if any, paid or to be paid to agents relating to this Bid, and to contract execution if the Bidder is awarded the contract.

D-SUBMISSION OF BIDS

**18- Sealing and
Marking of**

18.1 to 18.5 are not applicable.

The bids are submitted through EPADs.

**19- Deadline for
Submission of
Bids**

19.1 Bids must be uploaded on EPADs at the time mentioned in the Invitation Notice or Bid Data Sheet.

19.2 The Procuring agency may, at its discretion, extend this deadline for the submission of bids by amending the bidding documents in accordance with ITB Clause 7, in which case all rights and obligations of the Procuring agency and bidders previously subject to the deadline will thereafter be subject to the deadline as extended.



- 20- Late Bids** 20.1 Any bid received by the Procuring agency after the deadline for submission of bids prescribed by the Procuring agency pursuant to ITB Clause 19 will be rejected.
- 21- Modification and Withdrawal of Bids** 21.1 The Bidder may modify or withdraw its bid after the bid's submission, provided that written notice of the modification, including substitution or withdrawal of the bids, is received by the Procuring agency prior to the deadline prescribed for submission of bids.
- 21.2 The Bidder's modification or withdrawal notice shall be prepared and uploaded on EPADs not later than the deadline for submission of bids.
- 21.3 No bid may be modified after the deadline for submission of bids.
- 21.4 No bid may be withdrawn in the interval between the deadline for submission of bids and the expiration of the period of bid validity specified by the Bidder on the Bid Form. Withdrawal of a bid during this interval may result in the Bidder's forfeiture of its bid security, pursuant to the ITB Clause 15.7.

E- BID OPENING AND EVALUATION

- 22- Opening of Bids by the Procuring Agency** 22.1 The Procuring agency will open all bids in the presence of bidders' representatives who choose to attend, at the time, on the date, and at the place specified in the Bid Data Sheet. The bidders' representatives who are present shall sign a register evidencing their attendance.
- 22.2 The bidders' names, bid modifications or withdrawals, bid prices, discounts, and the presence or absence of requisite bid security and such other details as the Procuring agency, at its discretion, may consider appropriate, will be announced at the opening. No bid shall be rejected at bid opening, except for late bids, which shall be returned unopened to the Bidder pursuant to ITB Clause 20.
- 22.3 Bids (and modifications sent pursuant to ITB Clause 21.2) that are not opened and read out at bid opening shall not be considered further for evaluation, irrespective of the circumstances. Withdrawn bids will be returned unopened to the bidders.
- 23- Clarification of Bids** 23.1 During evaluation of the bids, the Procuring agency may, at its discretion, ask the Bidder for a clarification of its bid. The request for clarification and the response shall be in writing, and no change in the prices or substance of the bid shall be sought, offered, or permitted.



24- Preliminary Examination

24.1 The Procuring agency will examine the bids to determine whether they are complete, whether any computational errors have been made, whether required sureties have been furnished, whether the documents have been properly signed, and whether the bids are generally in order.

24.2 Arithmetical errors will be rectified on the following basis. If there is a discrepancy between the unit price 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. If the Supplier does not accept the correction of the errors, its bid will be rejected, and its bid security may be forfeited. If there is a discrepancy between words and figures, the amount in words will prevail.

24.3 The Procuring agency may waive any minor informality, nonconformity, or irregularity in a bid which does not constitute a material deviation, provided such waiver does not prejudice or affect the relative ranking of any Bidder.

24.4 Prior to the detailed evaluation, pursuant to ITB Clause 25 the Procuring agency will determine the substantial responsiveness of each bid to the bidding documents. For purposes of these Clauses, a substantially responsive bid is one which conforms to all the terms and conditions of the bidding documents without material deviations. Deviations from, or objections or reservations to critical provisions, such as those concerning Bid Security (ITB Clause 15), Applicable Law (GCC Clause 30), and Taxes and Duties (GCC Clause 32), will be deemed to be a material deviation. The Procuring agency's determination of a bid's responsiveness is to be based on the contents of the bid itself without recourse to extrinsic evidence.

24.5 If a bid is not substantially responsive, it will be rejected by the Procuring agency and may not subsequently be made responsive by the Bidder by correction of the nonconformity.

Note: In case it is found that any of the requisite document is missing, the bid will be considered non responsive and rejected accordingly.

25- Detailed Evaluation of Bids

25.1 The Owner will evaluate and compare only the bids previously determined to be substantially responsive pursuant to Clause IB.24 as per requirements given hereunder

25.2 Evaluation and Comparison of Bids.

- (a) Bids will be evaluated for each item and/or complete scope of work/Services.
- (b) Basis of Price Comparison The prices will be compared on the basis of the Evaluated Bid Price pursuant to Para (e) herein below.

(c) Technical Evaluation

It will be examined in detail whether the Goods and Services offered by the Bidder comply with the Technical Provisions of the Bidding Documents. For this purpose, the Bidder's data submitted with the bid will be compared with the specific scope of Services prescribed by the Owner and technical features/criteria of the Goods and Services detailed in the Technical Provisions. Other technical information submitted with the bid regarding the Scope of Work/Services will also be reviewed.

(d) Commercial Evaluation

It will be examined in detail whether the bids comply with the commercial/contractual conditions of the Bidding Documents. It is expected that no major deviation/stipulation shall be taken by the Bidders.

(e) Evaluated Bid Price

In evaluating the bids, the Owner will determine for each bid in addition to the Bid Price, the following factors (adjustments) in the manner and to the extent indicated below to determine the Evaluated Bid Price:

- (i) Making any correction for errors pursuant to Sub-Clause 24.2 hereof.
- (ii) Excluding Provisional Sums, if any, but including priced Day work.
- (iii) Making an appropriate adjustment for any other acceptable variation or deviation.

F- AWARD OF CONTRACT

**26- Post
qualification**

26.1 In the absence of prequalification, the Procuring agency will determine to its satisfaction whether the Bidder that is selected as having submitted the lowest evaluated responsive bid is qualified to perform the contract satisfactorily, in accordance with the criteria listed in ITB Clause 13.3.

26.2 The determination will take into account the Bidder's financial, technical, and production capabilities. It will be based upon an examination of the documentary evidence of the Bidder's qualifications submitted by the Bidder, pursuant to ITB Clause 13.3, as well as such other information as the Procuring agency deems necessary and appropriate.

26.3 An affirmative determination will be a prerequisite for award of the contract to the Bidder. A negative determination will result in rejection of the Bidder's bid, in which event the Procuring agency will proceed to the next lowest evaluated bid to make a similar determination of that Bidder's capabilities to perform satisfactorily.



- 27- Award Criteria** 27.1 Subject to ITB Clause 29, the Procuring agency will award the contract to the successful Bidder whose bid has been determined to be substantially responsive and has been determined to be the lowest evaluated bid, provided further that the Bidder is determined to be qualified to perform the contract satisfactorily.
- 28- Procuring agency's Right to Vary Quantities at Time of Award** 28.1 The Procuring agency reserves the right at the time of contract award to increase or decrease, by the percentage indicated in the Bid Data Sheet, the quantity of services of skilled labour originally specified in the Schedule of Requirements without any change in unit price or other terms and conditions.
- 29- Procuring agency's Right to Accept any Bid and to Reject any or All Bids** 29.1 The Procuring agency reserves the right to accept or reject any bid, and to annul the bidding process and reject all bids at any time prior to contract award, without thereby incurring any liability to the affected Bidder or bidders or any obligation to inform the affected Bidder or bidders of the grounds for the Procuring agency's action.
- 30- Notification of Award** 30.1 Prior to the expiration of the period of bid validity, the Procuring agency will notify the successful Bidder in writing by registered letter or by email, to be confirmed in writing by registered letter, that its bid has been accepted.
- 30.2 The notification of award will constitute the formation of the Contract.
- 30.3 Upon the successful Bidder's furnishing of the performance security pursuant to ITB Clause 32, the Procuring agency will promptly notify each unsuccessful Bidder and will discharge its bid security, pursuant to ITB Clause 15.
- 31- Signing of Contract** 31.1 At the same time as the Procuring agency notifies the successful Bidder that its bid has been accepted, the Procuring agency will send the Bidder the Contract Form provided in the bidding documents, incorporating all agreements between the parties.
- 31.2 Within thirty (30) days of receipt of the Contract Form, the successful Bidder shall sign and date the contract and return it to the Procuring agency. The procuring agency reserves the right to change the period of signing of contract according to the circumstances.
- 32- Performance Security** 32.1 Within fifteen (15) days of the receipt of notification of award from the Procuring agency, the successful Bidder shall furnish the performance security in accordance with the Conditions of Contract, in the Performance Security Form provided in the bidding documents, or in another form acceptable to the Procuring agency.
- 32.2 Failure of the successful Bidder to comply with the requirement of ITB Clause 31 or ITB Clause 32.1 shall constitute sufficient grounds for the annulment of the award and forfeiture of the bid security, in which event the Procuring agency may make the award to the next lowest evaluated Bidder or call for new bids.



BID DATA SHEET

The following specific data for the Procurement of Services of Skilled / Un-skilled manpower i-e Head Fireman, Fireman, Fire Vehicle Driver(HTV), Motor Car Driver, Khateeb / Imam, Pump Operator, Caretaker (Civil), Cook and Office Boy to be procured shall complement, supplement, or amend the provisions in the Instructions to Bidders (ITB) Part One. Whenever there is a conflict, the provisions herein shall prevail over those in ITB.

INTRODUCTION		
IB 1.1	Source of Funds	The Company have its own sources through sale of Electricity to Central Power Purchasing Agency.
IB 6.1	Owner Address	Manager(Material Management) Jamshoro Power Company Limited
IB 8.1	Language of Bid	English
IB 11.2	Bid Price	The bid price shall include all Taxes applicable in Pakistan.
IB 11.5	The Bid Price	The Charges must be fixed and must include the Income Tax, Sindh Sales Tax (having valid registration with Sindh Revenue Board). The BOQ prepared in the light of labour and Human Resource Department Karachi Letter vide No. SO(L-II)/13-3/2016-II Dated.17 th August,2026 regarding min wages of Highly Skilled @ Rs. 2139.46 Per day, Skilled @ Rs. 2051.923 Per day & Semi Skilled @ Rs. 1710.923 per day per Person for 8 working hours. Hence the Bidder must quote the Bid which must be covered the said Wages of Labours of the above notification also cover the Applicable Taxes (i.e income Tax etc). Any violation of aforementioned condition shall leads disqualification / Rejection of the Bid.
IB 13.3	Qualification requirements	1- The bidder must have at least three years of experience of providing / skilled (qualified) Manpower i-e Head Fireman, Fireman, Fire Vehicle Driver (HTV), Motor Car Driver, Khateeb / Imam, Pump Operator, Caretaker (Civil), Cook and Office Boy. 2- The bidder must submit Active National Tax No., Sindh Sales Tax No. Certificates, (where applicable as per govt rules). Proof of valid registration with Sindh Revenue Board and active tax payer as per the Sindh Sales Tax. The bidder shall have active status with all tax collecting authorities.



		3- Tenders are required to be supported with a Pay Order of Rs. 1,000,000.00 (refundable) as earnest money of bid price from any schedule Bank of Pakistan. The tenders found deficient of the earnest money shall not be considered. No personal cheques will be acceptable at any cost. The previous earnest money will not be considered or carried forward. The earnest money will not be entertained/ calculated on itemized basis. The tender fee along with Rs. 1,000,000.00 earnest money must be submitted in original to Chief (HR&Admn) Officer before opening of NIT. 4- Price offered must be of all the skilled personnels i.e. Procurement of Services of Skilled manpower i-e Head Fire Man, Fireman, Fire Vehicle Driver, HTV Driver, Caretaker, Pump Operator, Khateeb / Imam, Cook and Office Boy and for Eight (08) hours of work . Any missing rates shall straight away be rejected. Similarly, the firm must agree to provide skilled labour on every work order in both normal and emergency situations.
IB 15.1	Bid Security	The amount of Bid Security is Rs. 1,000,000.00 of Bid Price.
IB 16.1	Bid Validity	Bid is valid for 90 days after opening .
IB 17.1	E-Bid Submission	The bid must submit through E-Pak Acquisition and Disposal System.
IB 19.1	Dead Line for Bid Submission	11.30 hrs on 9 th November – 2026
IB 22.1	Time, date, and place for bid opening.	12.00 hrs on 9 th November-2026 at Conference Room 1 st Floor Jasmhoro Power Company Limited Mohra Jabal Dadu Road Jamshoro.
	Method of Procurement	Single-Stage One Envelope with Quality and Cost Based Selection.

Qualification Criteria

S. No	Description	Marks
1	Valid NTN Certificate with Active Status	10
2	Valid Registration of Sindh Revenue Board with Active Tax Payer	10
3	Income Tax Return for last three years	10
4	The bidder have three years experience in providing manpower to large commercial entities / Power Plant (Ten (10) marks for each year)	30
5	Bidder should have completed Four similar assignment in last three years (Five (05) marks for each)	20
6	Bidder have annual financial turnover (≥ 20 Ten (10) marks) ($\leq 10 - 19$ Five (05) marks)	10
7	The Bidder must have forty (40) skilled person on their pay roll-attached documentary evidence (≥ 40 Ten (10) marks) (20 – 39 Five (05) marks) (< 20 Zero (0) marks)	10
Total		100

Note:

The evaluation is based on single stage one envelope bidding procedure with quality & cost selection with 60:40 ratio, wherein quality have 60% weightage, whereas cost have 40% weightage. The minimum qualifying marks are 60. The firm obtained under 60 marks will be disqualified.

Financial Criteria

Bidder must quote above minimum aggregate amount of Rs. 26684736.00 (exclusive taxes) and Rs. 30690098.00 (inclusive taxes), failing which the bid will not be considered.

The Charges must be fixed and must include the Income Tax, Sindh Sales Tax (having valid registration with Sindh Revenue Board). The BOQ prepared in the light of labour and Human Resource Department Karachi Letter vide No. SO(L-II)/13-3/2016-II Dated.17th August,2026 regarding min wages of Highly Skilled @Rs.2139.46 Per day, Skilled @Rs.2051.923 Per day & Semi Skilled @ Rs. 1710.923 per day per Person for 8 working hours. Hence the Bidder must quote the Bid which must be covered the said Wages of Labours of the above notification also cover the Applicable Taxes (i.e income Tax etc). Any violation of aforementioned condition shall leads disqualification / Rejection of the Bid.



GENERAL CONDITIONS OF CONTRACT



General Conditions of Contract

1- Definitions-

1.1 In this Contract, the following terms shall be interpreted as indicated:

- (a) “The Contract” means the agreement entered into between the Procuring agency and the Supplier, as recorded in the Contract Form signed by the parties, including all attachments and appendices thereto and all documents incorporated by reference therein.
- (b) “The Contract Price” means the price payable to the Supplier under the Contract for the full and proper performance of its contractual obligations.
- (c) “The Goods” means all of the items , goods , equipment, machinery, and/or other materials which the Supplier is required to supply to the Procuring agency under the Contract.
- (d) “The Services” means those services ancillary to the supply of the services of skilled and unskilled labour provision of technical assistance, and other such obligations of the Supplier covered under the Contract.
- (e) “GCC” means the General Conditions of Contract contained in this section.
- (f) “SCC” means the Special Conditions of Contract.
- (g) (g) “The Procuring agency” means the organization purchasing the Goods and Services, as named in SCC.
- (h) “The Procuring agency’s country” is the country named in SCC.
- (i) “The Supplier” means the individual or firm supplying the Goods and Services under this Contract.
- (j) “The Project Site,” where applicable, means the place or places named in SCC.
- (k) “Day” means calendar day.

2- Application

2.1 These General Conditions shall apply to the extent that they are not superseded by provisions of other parts of the Contract.

3- Country of Origin

3.1 All Goods and Services supplied under the Contract shall have their origin in the countries and territories eligible under the rules and further elaborated in the SCC.

3.2 The origin of Goods and Services is distinct from the nationality of the Supplier



4- Technical Specifications

4.1 The origin of Goods and Services is distinct from the nationality of the Supplier. The Services supplied under this Contract shall conform to the standards mentioned in the Technical Specifications,

5- Use of Contract Documents and Information; inspection and Audit by the Government

5.1 The Supplier shall not, without the Procuring agency's prior written consent, disclose the Contract, or any provision thereof, or any specification, plan, drawing, pattern, sample, or information furnished by or on behalf of the Procuring agency in connection therewith, to any person other than a person employed by the Supplier in the performance of the Contract. Disclosure to any such employed person shall be made in confidence and shall extend only so far as may be necessary for purposes of such performance.

5.2 The Supplier shall not, without the Procuring agency's prior written consent, make use of any document or information enumerated in GCC Clause 5.1 except for purposes of performing the Contract.

5.3 Any document, other than the Contract itself, enumerated in GCC Clause 5.1 shall remain the property of the Procuring agency and shall be returned (all copies) to the Procuring agency on completion of the Supplier's performance under the Contract if so required by the Procuring agency.

5.4 The Supplier shall permit the Procuring agency to inspect the Supplier's accounts and records relating to the performance of the Supplier and to have them audited by auditors appointed by the procuring agency, if so required.

6- Patent Rights

6.1 The Supplier shall indemnify the Procuring agency against all third party claims of infringement of patent, trademark, or industrial design rights arising from use of the Goods and Services or any part thereof in the Procuring agency's country.

7- Performance Security

7.1 Within fifteen (15) days of receipt of the notification of Contract award or as mentioned in the award of contract, the successful Bidder shall furnish to the Procuring agency the performance security in the amount specified in SCC.

7.2 The proceeds of the performance security shall be payable to the Procuring agency as compensation for any loss resulting from the Supplier's failure to complete^{7.37} its obligations under the Contract.

7.3 The performance security shall be denominated in the currency of the Contract acceptable to the Procuring agency and shall be in one of the following forms:



- a) bank guarantee issued by a reputable bank located in the Procuring agency's country, in the form provided in the bidding documents or another form acceptable to the Procuring agency;

7.4 The performance security 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 specified otherwise in SCC.

8- Inspections and Test

8.1 The Procuring Agency or its authorized representative shall have the right to inspect the service provider's arrangements, including staff records, attendance, and deployment locations, to ensure compliance with the contract terms. These inspections shall be carried out at no additional cost to the Procuring Agency. The Procuring Agency shall inform the service provider in writing about any such inspection and the identity of the officials conducting it.

8.2 The Inspections may be conducted at the Service Provider's office, (if required), or at the actual deployment site. The Service Provider shall ensure reasonable access, facilities, and cooperation to the inspection team, including access to staff records, duty rosters, and any other relevant information, at no cost to the Procuring Agency.

8.3 If any deployed personnel or service arrangement is found to be non-compliant with the contract specifications, the Procuring Agency shall have the right to reject the services. The Service Provider shall, at its own expense, either replace the non compliant personnel or take corrective measures to bring services in line with the agreed specifications.

8.4 The Procuring Agency retains the right to inspect, verify, and, where necessary, reject deployed personnel even after their arrival at the designated site of duty.

8.5 Nothing in this Clause shall limit or waive the Service Provider's obligations under any other clause of the Contract, including performance responsibilities or penalties for non-compliance.

9- Staff Readiness, Documentation & Compliance

9.1 The Service Provider shall ensure that all deployed personnel are Documentation & properly prepared and equipped to perform their assigned duties, Compliance 10. Deployment and Submission of Required Documentation as per the requirements of the Contract. This includes ensuring that staff are in proper uniform (as required by PA), possess necessary identification documents, and are briefed about their roles, responsibilities, and conduct expectations.



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| 10- Deployment and Submission | <p>10.1 Deployment of the required manpower shall be carried out by the Service Provider in accordance with the terms and timelines specified in the Schedule of Requirements. The details of documentation to be submitted upon deployment are outlined in the Special Conditions of Contract (SCC)</p> <p>10.2 All required documents to be furnished by the Service Provider— such as deployment reports, attendance records, invoices, and any other documentation—shall be submitted as per the specifications provided in the SCC.</p> |
| 11- Responsibility and Risk During Manpower Deployment | <p>11.1 The responsibility for the timely and complete deployment of During manpower shall lie with the Service Provider. The risk and cost related to the arrangement, mobilization, and replacement of staff shall remain with the Service Provider throughout the contract period.</p> |
| 12- Transportation | <p>12.1 The Supplier is required under the Contact to transport the Personnel's to a specified place of destination within the Procuring agency's advice, transport to such place of destination in the Procuring agency's designated place at JPCL, including insurance (if required) and transportation and meal, as shall be specified in the Contract, shall be arranged by the Supplier, and related costs shall be included in the Contract Price.</p> |
| 13- Incidental Services | <p>13.1 The Supplier may be required to provide any or all of the following services, specified in SCC:</p> <ul style="list-style-type: none">a) Performance or supervision of on-site and/or start-up of the supplied services;b) Furnishing of alternative required replacement of the supplied Services;c) performance or supervision or maintenance and/or repair of the supplied Goods and Services , for a period of time agreed by the parties, provided that this service shall not relieve the Supplier of any warranty obligations under this Contract; and <p>13.2 Prices charged by the Supplier for incidental services, if not included in the Contract Price for the Services , shall be agreed upon in advance by the parties and shall not exceed the prevailing rates charged for other parties by the Supplier for similar services.</p> |
| 14- Replacement, Support & Continuity of Services | <p>14.1 As specified in the SCC (Special Conditions of Contract), the Service Provider may be required to provide the following support during the contract period:</p> |

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- a) Immediate replacement of any manpower found absent, unfit, or not performing as per contract requirements, without any additional cost to the Procuring Agency.
- b) In case any category of staff becomes unavailable during the contract period (e.g., due to resignation, illness, or other reasons), the Service Provider shall:
 - (a) Inform the Procuring Agency in advance (where possible),
 - (ii) Propose a suitable and equally qualified replacement acceptable to the Procuring Agency,
- (iii)** Ensure continuity of services without disruption for the remaining contract period.

15- Warranty

- 15.1 The Supplier warrants that the services of personnel's supplied under the Contract are skilled (qualified) as per provided details in the Contract. The Supplier further warrants that all Services supplied (manpower) under this Contract shall have no deficiency, arising from their skillness, or workmanship (as required by the Procuring agency's specifications)
- 15.2 The Procuring agency shall promptly notify the Supplier in writing of any claims arising under this warranty.
- 15.3 Upon receipt of such notice, the Supplier shall, within the period specified in SCC and with all reasonable speed, replace the skilled personnel at same destination, without costs to the Procuring agency.
- 15.4 If the Supplier, having been notified, fails to remedy the defect(s) within the period specified in SCC, within a reasonable period, the Procuring agency may proceed to take such remedial action as may be necessary, at the Supplier's risk and expense and without prejudice to any other rights which the Procuring agency may have against the Supplier under the Contract.

16- Payment

- 16.1 The method and conditions of payment to be made to the Supplier under this Contract shall be specified in SCC.
- 16.2 The Supplier's request(s) for payment shall be made to the Procuring agency in writing, accompanied by an invoice describing, as appropriate, the deployment and Services performed, and by documents submitted pursuant to GCC Clause 10, and upon fulfillment of other obligations stipulated in the Contract.
- 16.3 Payments shall be made promptly by the Procuring agency, but in no case later than sixty (60) days after submission of an invoice or claim by the Supplier.

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- 16.4 The currency of payment is Pak. Rupees.
- 17- Prices**
- 17.1 Prices charged by the Supplier for delivered Services performed under the Contract shall not vary from the prices quoted by the Supplier in its bid, with the exception of any price adjustments authorized in SCC or in the Procuring agency's request for bid validity extension, as the case may be.
- 18- Change Orders**
- 18.1 The Procuring agency may at any time, by a written order given to the Supplier pursuant to GCC Clause 31, make changes within the general scope of the Contract in any one or more of the following:
- (a) Specifications, where services to be furnished under the Contract are to be specifically arranged for the Procuring agency;
 - (b) The method of arrangement of personnel's.
 - (c) and/or the place of engagement.
 - (d) the Services to be provided by the Supplier.
- 18.2 If any such change causes an increase or decrease in the cost of, or the time required for, the Supplier's performance of any provisions under the Contract, an equitable adjustment shall be made in the Contract Price or delivery schedule, or both, and the Contract shall accordingly be amended. Any claims by the Supplier for adjustment under this clause must be asserted within thirty (30) days from the date of the Supplier's receipt of the Procuring agency's change order.
- 19- Contract Amendments**
- 19.1 Subject to GCC Clause 18, no variation in or modification of the terms of the Contract shall be made except by written amendment signed by the parties.
- 20- Assignment**
- 20.1 The Supplier shall not assign, in whole or in part, its obligations to perform under this Contract, except with the Procuring agency's prior written consent.
- 21- Subcontracts**
- 21.1 The Supplier shall notify the Procuring agency in writing of all subcontracts awarded under this Contract if not already specified in the bid. Such notification, in the original bid or later, shall not relieve the Supplier from any liability or obligation under the Contract.
- 21.2 Subcontracts must comply with the provisions of GCC Clause.



22- Delays in the Supplier's Performance

22.1 Delivery of the skilled manpower and performance of Services shall be made by the Supplier in accordance with the time schedule prescribed by the Procuring agency in the Schedule of Requirements.

22.2 If at any time during performance of the Contract, the Supplier or its subcontractor(s) should encounter conditions impeding timely arrangement of the personnel's and performance of Services, the Supplier shall promptly notify the Procuring agency in writing of the fact of the delay, its likely duration and its cause(s). As soon as practicable after receipt of the Supplier's notice, the Procuring agency shall evaluate the situation and may at its discretion extend the Supplier's time for performance, with or without liquidated damages, in which case the extension shall be ratified by the parties by amendment of Contract.

22.3 Except as provided under GCC Clause 25, a delay by the Supplier in the performance of its delivery obligations shall render the Supplier liable to the imposition of liquidated damages pursuant to GCC Clause 23, unless an extension of time is agreed upon pursuant to GCC Clause 22.2 without the application of liquidated damages.

23- Liquidated Damages

23.1 Subject to GCC Clause 25, if the Supplier fails to arrange any or all of the Personnel's specified in contract or to perform the Services within the period(s) specified in the Contract, the Procuring agency shall, without prejudice to its other remedies under the Contract, deduct from the Contract Price, as liquidated damages, a sum equivalent to the percentage specified in SCC of the delivered price of the delayed services or unperformed Services for each week or part thereof of delay until actual delivery or performance, up to a maximum deduction of the percentage specified in SCC. Once the maximum is reached, the Procuring agency may consider termination of the Contract pursuant to GCC Clause 24.

24- Termination for Default

24.1 The Procuring agency, without prejudice to any other remedy for breach of Contract, by written notice of default sent to the Supplier, may terminate this Contract in whole or in part:

- (a) if the Supplier fails to deliver any or all of the services within the period(s) specified in the Contract, or within any extension thereof granted by the Procuring agency pursuant to GCC Clause 22; or
- (b) if the Supplier fails to perform any other obligation(s) under the Contract.



- (c) if the Supplier, in the judgment of the Procuring agency has engaged in corrupt or fraudulent practices in competing for or in executing the Contract.

For the purpose of this clause:

“corrupt practice” means the offering, giving, receiving or soliciting of any thing of value to influence the action of a public official in the procurement process or in contract execution.

“fraudulent practice” means a misrepresentation of facts in order to influence a procurement process or the execution of a contract to the detriment of the Borrower, and includes collusive practice among Bidders (prior to or after bid submission) designed to establish bid prices at artificial non-competitive levels and to deprive the Borrower of the benefits of free and open competition.

- 24.2 In the event the Procuring agency terminates the Contract in whole or in part, pursuant to GCC Clause 24.1, the Procuring agency may procure, upon such terms and in such manner as it deems appropriate, Goods or Services similar to those undelivered, and the Supplier shall be liable to the Procuring agency for any excess costs for such similar Goods or Services. However, the Supplier shall continue performance of the Contract to the extent not terminated.

25- Force Majeure

- 25.1 Notwithstanding the provisions of GCC Clauses 22, 23, and 24, the Supplier shall not be liable for forfeiture of its performance security, liquidated damages, or termination for default if and to the extent that its delay in performance or other failure to perform its obligations under the Contract is the result of an event of Force Majeure.

- 25.2 For purposes of this clause, “Force Majeure” means an event beyond the control of the Supplier and not involving the Supplier’s fault or negligence and not foreseeable. Such events may include, but are not restricted to, acts of the Procuring agency in its sovereign capacity, wars or revolutions, fires, floods, epidemics, quarantine restrictions, and freight embargoes.

- 25.3 If a Force Majeure situation arises, the Supplier shall promptly notify the Procuring agency in writing of such condition and the cause thereof. Unless otherwise directed by the Procuring agency in writing, the Supplier shall continue to perform its obligations under the Contract as far as is reasonably practical, and shall seek all reasonable alternative means for performance not prevented by the Force Majeure event.



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| 26- Termination for Insolvency | 26.1 The Procuring agency may at any time terminate the Contract by giving written notice to the Supplier if the Supplier becomes bankrupt or otherwise insolvent. In this event, termination will be without compensation to the Supplier, provided that such termination will not prejudice or affect any right of action or remedy which has accrued or will accrue thereafter to the Procuring agency. |
| 27- Termination for Convenience | 27.1 The Procuring agency, by written notice sent to the Supplier, may terminate the Contract, in whole or in part, at any time for its convenience. The notice of termination shall specify that termination is for the Procuring agency's convenience, the extent to which performance of the Supplier under the Contract is terminated, and the date upon which such termination becomes effective. |
| 28- Resolution of Disputes | <p>28.1 The Procuring agency and the Supplier shall make every effort to resolve amicably by direct informal negotiation any disagreement or dispute arising between them under or in connection with the Contract.</p> <p>28.2 If, after thirty (30) days from the commencement of such informal negotiations, the Procuring agency and the Supplier have been unable to resolve amicably a Contract dispute, either party may require that the dispute be referred for resolution to the formal mechanisms specified in SCC. These mechanisms may include, but are not restricted to, conciliation mediated by a third party, adjudication in an agreed manner and/or arbitration.</p> |
| 29- Governing Language | 29.1 The Contract shall be written in the language specified in SCC. Subject to GCC Clause 30, the version of the Contract written in the specified language shall govern its interpretation. All correspondence and other documents pertaining to the Contract which are exchanged by the parties shall be written in the same language. |
| 30- Applicable Law | 30.1 The Contract shall be interpreted in accordance with the laws of the Procuring agency's country, unless otherwise specified in SCC. |
| 31- Notices | 31.1 Any notice given by one party to the other pursuant to this Contract shall be sent to the other party in writing or by cable, telex, or facsimile and confirmed in writing to the other party's address specified in SCC. |



31.2 A notice shall be effective when delivered or on the notice's effective date, whichever is later.

32- Taxes and Duties

32.1 Supplier shall be entirely responsible for all taxes, duties, licenses and fees, etc., incurred until delivery of the Contracted services to the Procuring Agency.



SPECIAL CONDITIONS OF CONTRACT



Special Conditions of Contract

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 General Conditions of Contract. The corresponding clause number of the GCC is indicated in parentheses.

1- Definitions (GCC Clause 1)

GCC 1.1(g)-**The Purchaser is:** Jamshoro Power Company Limited (GENCO-I)

GCC 1.1 (h)- **The Purchaser's country is:** Islamic Republic of Pakistan

GCC 1.1 (j)- **The Project Site is:** Jamshoro Power Company Limited, Mohra Jabal Dadu Road Jamshoro

2- Country of Origin (GCC Clause 3)

All countries and territories as per laws of the Islamic Republic of Pakistan.

3- Performance Security (GCC Clause 7)

GCC 7.1--- The amount of performance security, shall be 5% of the total contract amount in the shape of Pay order/demand draft bank guarantee covering the service / contract tenure.

GCC 7.4--- After arrangement and acceptance of the Services, the performance security shall be 5% of the Contract Price to cover the service tenure in accordance with Clause GCC 15.2.

4- Inspections and Tests (GCC Clause 8)

GCC 8.6--- Inspection and tests prior to deployment of Personnel's and at final acceptance are as follows:

The Purchaser or its representative shall have the right to inspect and or to test the services at the site to confirm their conformity to the Contract specifications at no extra cost to the Purchaser.

5- Packing (GCC Clause 9)

The following SCC shall supplement GCC Clause 9.2

The bidder shall arrange the services of personals at the designated places mentioned by Jamshoro Power Company Limited in its premissis.

6- Documentation and Reporting Upon Deployment (GCC Clause 10)

Upon deployment of manpower, the Service Provider shall notify the Procuring Agency with full details, including contract number, category of staff deployed, quantity (number of personnel), and deployment location. The following documents shall be submitted to the Procuring Agency:

- (i) Copies of the Service Provider's invoice/bill showing details of staff deployed, their names, assigned duties, duration of deployment, pick-and-drop arrangements (if applicable), and total amount;

- (ii) Deployment/attendance sheet signed by the authorized representative of the Procuring Agency;
- (iii) Staff identity verification documents, including CNIC copies and photographs (If required by PA);
- (iv) Police verification or medical fitness certificates, (if required by PA);
- (v) Any additional documents specified in the Special Conditions of Contract (SCC).

7- Responsibility and Risk (GCC Clause 11)

GCC 11.1— The Service Provider shall be fully responsible for the safety, conduct, and discipline of the deployed staff. Any risk related to the personnel, including health, injury, or accident during duty, shall be the sole responsibility of the Service Provider. If required, The Procuring Agency shall not be liable for any claims arising from the Service Provider's staff during the contract period.

8- Performance Guarantee (GCC Clause 15)

GCC 15.2---

The Service Provider shall ensure that the manpower provided under the contract performs duties as per the roles and standards agreed in the contract. If, due to reasons attributable to the Service Provider, the performance of any staff does not meet the required standard, the Service Provider shall either:

- (a) Replace the underperforming staff member with an equally qualified and experienced person, at no additional cost to the Procuring Agency,

Or

- (b) Take immediate corrective measures to improve performance to the satisfaction of the Procuring Agency.

If the Service Provider fails to maintain required manpower or service quality, the Procuring Agency may impose liquidated damages at the rate of 0.5% of the monthly contract value per week of non-compliance, up to a maximum of 10% of the total contract value, as defined in the SCC.

GCC 15.4 and 15.5- The period for correction of defects in the warranty period is 30 (Thirty) days.

9- Payment (GCC Clause 16)

GCC 16.1--- The method and conditions of payment to be made to the Supplier under this Contract shall be as follows:

Payment for Service:

The payment will be made in Pak Rupees at the end of each month within stipulated time on submission of claim supported by an acceptance certificate/ receiving with stamp from the authorized person at delivering point/ agency declaring that the manpower have been arranged as per specifications and that all other contracted services have been performed.



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10- Prices (GCC Clause 17)

GCC 17.1--- Prices shall be: Fixed.

11- Liquidated Damages (GCC Clause 23)

GCC 23.1--- Penalty for Delay and Liability for Damages:

If the Service Provider fails to deploy the required manpower within the agreed time period, a penalty of 1% of the daily cost of services shall be imposed for each day of delay, until the required staff is provided. In case any equipment or property of the Procuring Agency is damaged due to mishandling or negligence by the deployed staff, the cost of the damage shall be fully borne by the Service Provider. The Procuring Agency reserves the right to recover such costs from any payments due to the Service Provider.

12- Termination of Contract (GCC Clause-26)

The written notice in respect of termination will be served either party prior to two months

13- Resolution of Disputes (GCC Clause 28)

GCC 28.3--- The dispute resolution mechanism to be applied pursuant to GCC Clause 28.2 shall be as follows:

In the case of a dispute between the Purchaser and the Supplier, the dispute shall be referred to adjudication or arbitration in accordance with the laws of the Procuring Agency's country.

14- Governing Language (GCC Clause 29)

GCC 29.1- The Governing Language shall be: English.

15- Applicable Law (GCC Clause 30) GCC 30.1

The Contract shall be interpreted in accordance with the laws of Islamic Republic of Pakistan, which includes the following legislation:

- i) The Employment of Children (ECA) Act 1991
- ii) The Bonded Labour System (Abolition) Act of 1992
- iii) The Factories Act 1934.
- iv) Other relevant rules and laws.

16- Notices (GCC Clause 31)

GCC 31.1--- Purchaser's address for notice purposes:

Jamshoro Power Company Limited
Mohra Jabal, Dadu Road Jamshoro

Supplier's Address for notice purpose:



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17- Inspection Committee:

The services provided shall be subject to verification by the Inspection. Payment shall only be processed after the confirmation and satisfactory delivery of services by signing and stamping by Engineer In charge, when the services have been provided in accordance with the tender specifications.

18- Commencement and Completion.

Consequent upon the signing of Contract Agreement, the Owner shall issue commencement Order of Services within seven (07) days. The Service Period is one (01) year after Commencement Order ,the same is to be extended on performance of the Contractor under the same terms and conditions of the Contract.



Technical Specifications

Technical Specifications

S. No.	Item	Specification
01	Hiring of Services of Skilled / Unskilled Manpower i-e Head Fire Man, Fire man, Fire Vehicle Driver, Pump Operator, Caretaker, Cook, Khateeb / Imam ,HTV Driver and Office Boy.	In addition to the terms & Conditions for the bidding firm mentioned in the NIT, following criteria must also be adhered for the following skilled /unskilled labor: ➤ Khateeb / Imam: • Sanad Dars-i-Nizami, Proficiency in Tafseer (Quranic exegesis) & Hadith, ability to deliver effective speeches (Khitabat) liberal & unbiased, and free from sectarian thoughts. • Prefer to Hafiz-e-Quran/ Qari • Must be married .Maximum age 42 years. ➤ Head Fireman: • Matriculate or Armed Forces equivalent. • Additional Qualification for Civilian candidate: • Leading Fireman Course from Federal Civil Defence Institute. • Preference will be given to NCOs or equivalent from retired personnel of • Armed Forces qualified in Fire Fighting Course. • Maximum age 33 years ➤ Pump Operator: • Matric Science “C” Grade having 02 years post qualification relevant experience. • Maximum age 28 years. ➤ Caretaker (Civil) • Graduation in Hotel Management and having 02 years post qualification relevant experience; OR •

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		• Three years Diploma of Associate Engineer (Civil) form Board of Technical Education having 02 years post qualification relevant experience. ➤ Cook • Matric with 3 years of professional cooking experience. • Maximum age 28 years. ➤ Fireman • Matriculate or Armed Forces equivalent. • Additional qualification for civilians • Fireman Course from Federal Civil Defence Institute. • Preference shall be given to Sepoy / Lance Naik or equivalent from retired personnel of Armed Forces qualified in Fire Fighting Course. • Maximum age 30 years. ➤ Motor Car Driver • Holding valid LTV (Motor Car / Motor Cycle license with 5 years driving experience. • ➤ Fire Vehicle Driver • Middle qualification and holding valid HTV license with 5 years relevant experience. ➤ Office Boy • Middle pass
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Standard Forms



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1. Bid Form and Price Schedules

To: [name and address of Procuring Agency]

Date:

Gentlemen and/or Ladies:

Having examined the bidding documents including Addenda Nos. [insert numbers], the receipt of which is hereby duly acknowledged, we, the undersigned, offer to supply and deliver [description of services] in conformity with the said bidding documents for the sum of [total bid amount in words and figures] or such other sums as may be ascertained in accordance with the Schedule of Prices attached herewith and made part of this Bid.

We undertake, if our Bid is accepted, to arrange the manpower as per bid at the designated places mentioned by JPCL at its premises.

If our Bid is accepted, we will obtain the guarantee of a bank in a sum equivalent to percent of the Contract Price for the due performance of the Contract, in the form prescribed by the Procuring agency.

We agree to abide by this Bid for a period of [number] days from the date fixed for Bid opening under Clause 22 of the Instructions to Bidders, and it shall remain binding upon us and may be accepted at any time before the expiration of that period.

Until a formal Contract is prepared and executed, this Bid, together with your written acceptance thereof and your notification of award, shall constitute a binding Contract between us.

Commissions or gratuities, if any, paid or to be paid by us to agents relating to this Bid, and to contract execution if we are awarded the contract, are listed below:

Name and address of agent	Amount and Currency	Purpose of Commission or gratuity
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(If none, state “none”)

We understand that you are not bound to accept the lowest or any bid you may receive.

Dated _____ this day _____ of 2025.

[Signature]

[In the capacity of]



Duly authorized to sign Bid for and on behalf of _____

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Price Schedule in Pak Rupees

Sr. No	Description	Quantity	Quote Price of each category named place/ Per 8 hours	Quote price with all applicable taxes to final destination plus price of other incidental services if required
1	2	3	4	5
01	Khateeb / Imam	02		
02	Head Fireman	03		
03	Pump Operator	02		
04	Care Taker (Civil)	01		
05	Cook	02		
06	Fireman	12		
07	Motor Car Driver	04		
08	Fire Vehicle Driver (HTV)	12		
09	Office Boy	04		

Note: The wages included in the above table against each position may not be below the minimum wages notified by Govt of Sindh. The disbursement of Salaries to above positions will be made accordingly.

Signature of Bidder _____

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2- Bid Security Form

Whereas [name of the Bidder] (hereinafter called “the Bidder”) has submitted its bid dated [date of submission of bid] for the supply of [name and/or description of the hiring of Services] (hereinafter called “the Bid”).

KNOW ALL PEOPLE by these presents that WE [name of bank] of [name of country] , having our registered office at [address of bank] (hereinafter called “the Bank”), are bound unto [name of Procuring agency] (hereinafter called “the Procuring agency”) in the sum of for which payment well and truly to be made to the said Procuring agency, the Bank binds itself, its successors, and assigns by these presents. Sealed with the Common Seal of the said Bank this day of 2025

THE CONDITIONS of this obligation are:

- 1- If the Bidder withdraws its Bid during the period of bid validity specified by the Bidder on the Bid Form; or
- 2- If the Bidder, having been notified of the acceptance of its Bid by the Procuring agency during the period of bid validity:
 - (a) Fails or refuses to execute the Contract Form, if required; or
 - (b) Fails or refuses to furnish the performance security, in accordance with the Instructions to Bidders;

we undertake to pay to the Procuring agency up to the above amount upon receipt of its first written demand, without the Procuring agency having to substantiate its demand, provided that in its demand the Procuring agency will note that the amount claimed by it is due to it, owing to the occurrence of one or both of the two conditions, specifying the occurred condition or conditions.

This guarantee will remain in force up to and including twenty eight (28) days after the period of bid validity, and any demand in respect thereof should reach the Bank not later than the above date.

(Signature of the Bank)



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3- Contract Form

THIS AGREEMENT made the day of _____ 2025 between [name of Procuring Agency] of [country of Procuring agency] (hereinafter called “the Procuring agency”) of the one part and [name of Supplier] of [city and country of Supplier] (hereinafter called “the Supplier”) of the other part:

WHEREAS the Procuring agency invited bids for ancillary services, viz., [brief description of services] and has accepted a bid by the Supplier for the supply of those services in the sum of [contract price in words and figures] (hereinafter called “the Contract Price”).

NOW THIS AGREEMENT WITNESSETH AS FOLLOWS:

1. In this Agreement 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 Agreement,

- a) Contract Agreement
- b) General Conditions of Contract
- c) Special Conditions of Contract
- d) Technical Specifications.
- e) Standard Forms.
- f) Any other Document

3- In consideration of the payments to be made by the Procuring agency to the Supplier as hereinafter mentioned, the Supplier hereby covenants with the Procuring agency to provide the goods and 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 Supplier in consideration of the provision of the goods and services 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 here to have caused this Agreement to be executed in accordance with their respective laws the day and year first above written.

Signature & Seal

Signature & Seal

Employer _____

Contractor _____

Witness:

Witness:



Signature _____

Signature _____

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4- Performance Security Form

To: [name of procuring agency]

WHEREAS [name of Supplier] (hereinafter called “the Supplier”) has undertaken, in pursuance of Contract No. [reference number of the contract] dated _____ 2025 to supply [description of goods and services] (hereinafter called “the Contract”).

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

AND WHEREAS we have agreed to give the Supplier a guarantee:

THEREFORE WE hereby affirm that we are Guarantors and responsible to you, on behalf of the Supplier, 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 Supplier 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 _____ day of 2025.

Signature and seal of the Guarantors

[Name of bank]

Address



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INTEGRITY PACT:

Contract Number:_____ Dated:_____

Contract Value:_____

Contract Title_____

1. M/s. _____ 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 Sindh (GoS) or any Administrative subdivision or Agency thereof or any other entity owned or controlled by it (GoS) through any corrupt business practice.
2. Without limiting the generality of the foregoing, M/s. _____ represents and warrants that it has fully declared the brokerage, commission, fees 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 consultation fee or otherwise, with the object of obtaining or including the procurement of a contract, right, interest, privilege or other obligation or benefit, in whatsoever form, from _____[Procuring Agency]_____, except that which has been expressly declared pursuant hereto.
3. M/s. _____ 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 _____[Procuring Agency]_____ and has not taken any action or will not take any action to circumvent the above declaration, representation or warranty.
4. M/s. _____ accepts full responsibility and strict liability for making any false declaration, not making full disclosure, misrepresenting facts 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 _____[Procuring Agency]_____ under any law, contract or other instrument, be voidable at the option of _____[Procuring Agency]_____.
5. Notwithstanding any rights and remedies exercised by _____[Procuring Agency]_____ in this regard, M/s. agrees to indemnify _____[Procuring Agency]_____ for any loss or damage incurred by it on account of its corrupt business practices and further pay compensation to _____[Procuring Agency]_____ in an amount equivalent to Ten Times the sum of any commission, Gratification, Bribe, Finder's Fee or Kickback given by M/s. 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 _____[Procuring Agency]_____.

Procuring Agency

Bidders representative



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