

बिड दस्तावेज़ / Bid Document

बिड विवरण/Bid Details	
बिड बंद होने की तारीख/समय /Bid End Date/Time	17-08-2026 16:00:00
बिड खुलने की तारीख/समय /Bid Opening Date/Time	17-08-2026 16:30:00
बिड पेशकश वैधता (बंद होने की तारीख से)/Bid Offer Validity (From End Date)	30 (Days)
मंत्रालय/राज्य का नाम/Ministry/State Name	Ladakh
विभाग का नाम/Department Name	Animal And Sheep Husbandry
संगठन का नाम/Organisation Name	Directorate Of Animal, Sheep & Fisheries Lada
कार्यालय का नाम/Office Name	Opposite Air Leh Ladakh
शिकायत निवारण के संपर्क विवरण/ Contact details of Grievance redressal	HOD Email id :director-ashf@ladakh.gov.in Buyer Email id: abdul.hadi@ladakh.gov.in
वस्तु श्रेणी /Item Category	Manpower Outsourcing Services - Man-days b Surgoen , Paravets,Dog Catchers/Animal Hanc
अनुबंध अवधि /Contract Period	6 Month(s) 26 Day(s)
बिडर का न्यूनतम औसत वार्षिक टर्नओवर (3 वर्षों का) /Minimum Average Annual Turnover of the bidder (For 3 Years)	2 Lakh (s)
उन्हीं/समान सेवा के लिए अपेक्षित विगत अनुभव के वर्ष/Years of Past Experience Required for same/similar service	2 Year (s)
इसी तरह की सेवाओं का पिछला आवश्यक अनुभव है/Past Experience of Similar Services required	Yes
टर्नओवर पात्रता मानदंड/Turnover eligibility criteria	GeM verified turnover
एमएसएमई के लिए अनुभव के वर्षों और टर्नओवर से छूट प्रदान की गई है/MSE Relaxation for Years of Experience and Turnover	No
स्टार्टअप के लिए अनुभव के वर्षों और टर्नओवर से छूट प्रदान की गई है /Startup Relaxation for Years of Experience and Turnover	No
विक्रेता से मांगे गए दस्तावेज़/Document required from seller	Experience Criteria,Bidder Turnover *In case any bidder is seeking exemption from supporting documents to prove his eligibility f evaluation by the buyer
क्या आप निविदाकारों द्वारा अपलोड किए गए दस्तावेज़ों को निविदा में भाग लेने वाले सभी निविदाकारों को दिखाना चाहते हैं? संदर्भ मेनू है/Do you want to show documents uploaded by bidders to all bidders participated in bid?	Yes (Documents submitted as part of a clarific tender/bid process will also be displayed to otl

बिड विवरण/Bid Details

बिड लगाने की समय सीमा स्वतः नहीं बढ़ाने के लिए आवश्यक बिड की संख्या। / Minimum number of bids required to disable automatic bid extension	1
दिनों की संख्या, जिनके लिए बिड लगाने की समय-सीमा बढ़ाई जाएगी। / Number of days for which Bid would be auto-extended	3
ऑटो एक्सटेंशन अधिकतम कितनी बार किया जाना है। / Number of Auto Extension count	1
बिड से रिवर्स नीलामी सक्रिय किया/Bid to RA enabled	No
बिड का प्रकार/Type of Bid	Two Packet Bid
तकनीकी मूल्यांकन के दौरान तकनीकी स्पष्टीकरण हेतु अनुमत समय /Time allowed for Technical Clarifications during technical evaluation	2 Days
अनुमानित निविदा मूल्य (सभी करों सहित) भारतीय रुपये में / Estimated Bid Value in INR (Inclusive of all taxes)	600000
Payment Timelines	Payments shall be made to the Seller within 4 acceptance certificate (SDAC) and on-line sub supersession of 10 days time as provided in cl
मूल्यांकन पद्धति/Evaluation Method	Total value wise evaluation
मध्यस्थता खंड/Arbitration Clause	No
सुलह खंड/Mediation Clause	No

ईएमडी विवरण/EMD Detail

आवश्यकता/Required	No
-------------------	----

ईपीबीजी विवरण /ePBG Detail

आवश्यकता/Required	No
-------------------	----

बोली विभाजन लागू नहीं किया गया/ Bid splitting not applied.

एमआईआई अनुपालन/MII Compliance

एमआईआई अनुपालन/MII Compliance	Yes
-------------------------------	-----

एमएसई खरीद वरीयता/MSE Purchase Preference

एमएसई खरीद वरीयता/MSE Purchase Preference	No
---	----

1. The minimum average annual financial turnover of the bidder during the last three financial years, ending on 31st should be as indicated in the bid document. The turnover of the bidder shall be validated by the system based on the portal. The average turnover shall be calculated based on the last three financial years where data is available; in case the last three financial years, the average shall be computed based on those two years. In case the date of constitution is less than three years old, the average turnover in respect of the completed financial years after the date of constitution shall be taken into account for this criterion. No separate documentary evidence is required to be uploaded by the bidder for this criterion. The turnover figures from the data available on the GeM portal.

2. Years of Past Experience required: The bidder must have experience for number of years as indicated above in bid document (prior to the bid opening) of providing similar type of services to any Central / State Govt Organization / PSU. Copies of documents shall be uploaded along with bid in support of having provided services during each of the Financial year.

3. Estimated Bid Value indicated above is being declared solely for the purpose of guidance on EMD amount and for related to Turn Over, Past Performance and Project / Past Experience etc. This has no relevance or bearing on the price and also not going to have any impact on bid participation. Also this is not going to be used as a criteria in determining the award. The award would be determined by the buyer based on its own assessment of reasonableness and based on competitive prices.

4. Past Experience of Similar Services: The bidder must have successfully executed/completed similar Services over the last three financial years (ending month of March prior to the bid opening): -

1. Three similar completed services costing not less than the amount equal to 40% (forty percent) of the estimated cost.

2. Two similar completed services costing not less than the amount equal to 50% (fifty percent) of the estimated cost.

3. One similar completed service costing not less than the amount equal to 80% (eighty percent) of the estimated cost.

अतिरिक्त योग्यता /आवश्यक डेटा/Additional Qualification/Data Required

Scope of work & Job description:[1786008639.pdf](#)

Manpower Outsourcing Services - Man-days Based - Others; Skilled; Veterinarian Surgeon/Catchers/Animal Handler (1000)

तकनीकी विशिष्टियाँ /Technical Specifications

विवरण/ Specification	
कोर / Core	
Type of Function	Others
Skill Category	Skilled
List of Profiles	Veterinarian Surgeon/Animal Handler
Experience of Resource	0 to 3 Years
Is Geographical presence of the Service Provider registered office is required in the consignee's State	Yes
Name of states/ UT for geographical presence is required	Ladakh
एडऑन /Addon(s)	

क्रेता द्वारा निर्धारित न्यूनतम मूल्य/Minimum Floor Price defined by Buyer

क्रेता द्वारा निर्धारित न्यूनतम मूल्य/Minimum Floor Price defined by Buyer	No
--	----

अतिरिक्त विशिष्टि दस्तावेज़ /Additional Specification Documents

परेषिती/रिपोर्टिंग अधिकारी /Consignees/Reporting Officer and Quantity

क्र.सं./S.No.	परेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	संसाधनों की मात्रा / Total number of man-days required during contract period
1	Abdul Hadi	194103,Chief Animal Husbandry Officer Kargil near Sleile Colony Bagh-E-khomenie Kargil	1000

क्रेता द्वारा जोड़ी गई बिड की विशेष शर्तें/Buyer Added Bid Specific Terms and Conditions

1. Buyer Added Bid Specific ATC

Buyer Added text based ATC clauses

Manpower Outsourcing Term and Con

- Service & Support availability of office of service provider: An office of the Service Provider must be located in the vicinity of the office of the Buyer and be submitted.
- Deployment Based on Budget Availability
 - The engagement of manpower under this agreement is strictly dependent on the availability of sufficient budget.
 - The Client reserves the right to:
 - Increase or decrease the number of outsourced personnel.
 - Temporarily suspend deployment.
 - Terminate any position without notice if the budget is revised, delayed, or withdrawn.
 - No claim shall be entertained by the Service Provider for any loss due to reduction in personnel or personnel constraints.
- Payment of salaries and wages: Service Provider is required to pay Salaries / wages of contracted staff deployment on their own and then claim payment from Buyer along with all statutory documents like, PF, ESIC etc. as well as the tax on their own.
- Forms of EMD and PBG: Successful Bidder can submit the Performance Security in the form of Account Payee Bank Guarantee (which is allowed as per Gem GTC). DD should be made in favour of **Chief Animal Husbandry Officer, Kargil**.
- The Department reserves the right to cancel the tender or to withhold payment in the event of non-commencement of work by the tenderer.
- If any information furnished by tenderer is found to be incorrect or false at any time, the tender will be liable for cancellation and the security deposit is liable to be forfeited including black listing of agency.

7. The contractor shall not replace the personnel at randomly. This shall be done with the prior app n.
8. The contractor shall be liable to make substitute arrangements in case of the resigning of any personnel.
9. The contractor will have to provide the replacement of personnel in case of any eventuality. The department l removal of any personnel, who is not found competent or disciplined.
10. The contractor shall provide the personnel as required by the Chief Animal Husbandry Officer Kargil. The Persc n and skill as mentioned below: -

(A) Veterinary Assistant Surgeon				
Place of e mploymen t	No. of p erson Re quired	Educational Qualification /Experience	Job Responsibilities	Age
Veterinarians				

Animal Husbandry Department Kargil	03	Qualification: Ø Minimum BVSc &AH. Ø Candidates having one or more year of experience in the relevant field will be desirable.	1. Pre-Surgical Evaluation and Planning 2. Anesthesia Administration 3. Performing the Surgical Procedure 4. Post-Operative Care and Monitoring	Minimum -18 years Maximum -45 years
TOTAL	03			

(B) Paravets

Animal Husbandry Department Kargil	03	Ø 10+2 Science (Biology) from any recognized Institution. Ø Two year Diploma in Para Veterinary Science. Ø Minimum Two Year or more experience in the relevant field will be desirable.	□ Paravets may help veterinarians during surgical procedures, preparing animals, handling instruments, or assisting with anesthesia. □ They may also assist with minor medical procedures like wound care, stitching, and administering injections.	Minimum -18 years Maximum -45 years
TOTAL	03			

(C) Dog Catchers

Animal Husbandry Department Kargil	04	Ø 8 th pass and physically fit. Ø Minimum work experience of Two Year or more will also be preferred	Search and capturing of stray dog for sterilization and immunization.	Min-18 years Max-45 years
Total	04	Ø		

11. The department shall not be responsibility financially or otherwise for any injury to the personnel in the courses per the tender.
12. The department shall not pay any overtime allowance (OTA) to the personnel provided by the contractor in a firm shall be purely on outsourcing basis and no claim shall be admissible.
13. Any legal dispute/ arbitrations, if any are subject to the jurisdiction of Ladakh only.
14. All liabilities arising on mis-happening while on duty shall be borne by the contractor.
15. Bidder's offer is liable to be rejected, if they don't upload any of the certificates/ documents sought in the Bid
16. For fulfilling the experience criteria any one of the following documents may be considered as valid proof for n
 - a) Copy of work/service order and work completion certificate along with invoice (s) with self-certification by the voices have been executed.
 - b) Execution certificate by client with order value.
 - c) The bidder must have an experience and past performance of similar contracts or provide personnel on govt. Departments /PSUs etc.
17. All bidders will have to submit EMD @2% of contract value.
18. Successful bidder shall submit the Performance Security @3% of contract value.
19. If any information furnished by tenderer is found to be incorrect or false at any time, the tender will be liable and the security deposit is liable to be forfeited including black listing of agency.

20. Qualification Criteria in Technical bid

S. No.	Condition	Documentary Evidence (Self-attested)
1	Name of firm/agency	Copy of Certificate of GST Registration to be submitted
2	PAN No. of the firm/agency	Copy of PAN card is to be submitted on the name of firm/agency/proprietor as applicable
3	The Bidder should have minimum average annual financial turnover Rs.50.00 Lakhs /-(Fifty Lakh Only) & above for manpower supply or similar service during last 03 financial years.	Copy of the audited Balance Sheet and Profit & Loss Statement of the company and Certificate from the Chartered Accountant clearly stating the turnover along with and duly filled Annexure-I
4	The Bidder should have 1. Experience of having successfully completed similar works during last 3 years ending last day of month previous to the one in which applications are invited should be either of the following: a) Three similar completed works costing not less than equal to 40% of Estimated Cost. or b) Two similar completed works costing not less than equal to 50% of Estimated Cost. or c) One similar completed work costing not less than equal to 80% estimated cost.	Copy of work/service order and work completion certificate along with invoice or Execution certificate by client with order value.
5	Experience & Past performance on similar contracts for last three years in Govt. departments/ PSU etc.	For fulfilling the experience criteria any one of the following documents may be considered as valid proof for meeting the experience criteria: a) Copy of work/service order and work completion certificate along with invoice (s) with self-certification by the bidder that provided against the invoices have been executed. b) Execution certificate by client with order value. c) The bidder must have an experience and past performance of similar contracts or provide personnel on contractual basis for last three years in Govt. Departments /PSUs etc.
6	The Bidder has to submit affidavit on NJPS duly attested by notary public on Rs.100/- e-stamp	Format of NJSP at Annexure -II

7	All bidders should comply with the statutory labour norms such as minimum wages Act with regards to the manpower deployed for the execution of the contract and should have valid certificate for registration of ESI & EPF.	Valid certificate for registration of ESI, EPF and Labour Department.
8	EMD @3% of Total estimated value	In the form of Bank Fixed Deposit Receipt/Demand Draft from a commercial bank in favour of Chief Animal Husbandry Officer Kargil.
9	The service provider should have a registered office located in Kargil.	Documentary proof along with GST registration certificate must be uploaded on GeM portal.

21. Employee/manpower shall be deputed to various region of District Kargil as per demand for

22. During camps conducted at various locations within the district, the supplier shall arrange the vehicle facility.

23. Details of Manpower.

S.No	Animal Birth Control Staff to be outsourced	No. of Manpower to be outsourced	Amount/surgery/Dog
1	Veterinarian Surgeon	03	500/-per surgery/dog
2	Paravets	03	300/ per surgery/dog
3	Dog Catchers/Animal Handler	04	400/-per surgery/dog
		10 Nos	1200 per dog for sterilization (Excluding)

2. Buyer Added Bid Specific ATC

Buyer uploaded ATC document [Click here to view the file.](#)

अस्वीकरण/Disclaimer

The Additional Terms and Conditions (ATC) have been incorporated by the Buyer after approval of their Competent Authority, who is responsible for the impact of these clauses on the bidding process, its outcome, and consequences thereof including the modification of technical specifications and / or terms and conditions of the contract. Any grievances pertaining to the ATC clauses shall be raised with the buyer organization directly and not with GeM. If any objection is raised by the Buyer regarding the following, the bid & resultant contract shall be treated as null & void. Further, GeM reserves the right to cancel the bid forthwith, without issuance of any prior notice or intimation :-

1. Publishing Custom / BOQ bids for items for which regular GeM categories are available (unless such Custom / regular product Category Item).
2. Mandating procurement of / from specific Brand / Make / Model / Manufacturer / Dealer except in case of Single Source (PAC) Buying.
3. Inclusion of disqualification criteria related to suspension of seller / service provider, where such suspension is not applicable.
4. Mandating submission of documents in physical form as a pre-requisite to qualify bidders.

5. Publishing bids on GeM for procurement of works.
6. Procurement of Goods by creating a Service bid on GeM & vice-versa.
7. Seeking sample with bid or approval of samples during bid evaluation process. However, trial / sample, as the cases where trial / sample are allowed as per approved and published procurement policy of the Buyers' control Public Sector Enterprises Headquarters. If there is any violation of trial / sample clause with regard to approved Department / State / Public Sector Enterprises Headquarters, then this is to be determined and redressed by the only.
8. Seeking experience from specific organization / department / institute only or from foreign / export experience
9. Creating bid for items from incorrect categories.
10. Reference of conditions published on any external site or reference to external documents/clauses.
11. Asking for any Tender fee / Bid Participation fee, as the case may be.
12. Buyer added ATC Clauses which are in contravention of clauses defined in bid detail section, including specific MII and MSE Purchase Preference sections of the bid, unless otherwise allowed by the applicable GeM GTC.
13. Any ATC clause in contravention with GeM GTC Clause 4 (xiii) (h) will be invalid. In case of multiple L1 bidders shall place the Contract by selection of a bidder amongst the L-1 bidders through a Random Algorithm executed
14. In a category based bid, adding additional items, through buyer added, additional scope of work/ additional to document. If buyer needs more items along with the main item, the same must be added through bunching of custom catalogues or bunching a BoQ with the main category based item, the same must not be done through

Further, if any seller has any objection/grievance against these additional clauses or otherwise on any aspect of this representation against the same by using the Representation window provided in the bid details field in Seller dashboard Buyer is duty bound to reply to all such representations and would not be allowed to open bids if he fails to reply to :

All GeM Sellers/Service Providers shall ensure full compliance with all applicable labour laws, including and guidelines under the four Labour Codes i.e. the Code on Wages, 2019; the Industrial Relations Code, Health and Working Conditions Code, 2020; and the Code on Social Security, 2020 as and when notified Government of India.

For all provisions of the Labour Codes that are pending operationalisation through rules, schemes or notifications provisions of the pre-existing labour enactments (such as The Minimum Wages Act, 1948, The Payment of Bonus Act, 1965, The Equal Remuneration Act, 1976, The Payment of Gratuity Act, 1972, etc) continue to remain applicable.

The Seller/ Service Providers shall, therefore, be responsible for ensuring compliance under:

- All notified and enforceable provisions of the new Labour Codes as mentioned hereinabove; and
- All operative provisions of the erstwhile Labour Laws until their complete substitution.

All obligations relating to wages, social security, safety, working conditions, industrial relations etc. and requirements shall be strictly met by the Seller/ Service Provider. Any non-compliance shall constitute breach shall entitle the Buyer to take appropriate action in accordance with the contract and applicable law.

This Bid is governed by the General Terms and Conditions, conditions stipulated in Bid and Service Level Agreement, as the case may be, as provided in the Marketplace.

However, in case of Service, if any condition specified in General Terms and Conditions is contradicted by Service Level Agreement specific to said Service, then it will over-ride the conditions in the General Terms and Conditions.

This Bid is governed by the [सामान्य नियम और शर्तें/General Terms and Conditions](#), conditions stipulated in [Service Level Agreement](#) specific to this Service as provided in the Marketplace. However in case if any condition specified in [General Terms and Conditions](#) is contradicted by the conditions stipulated in Service Level Agreement, then it will over-ride the conditions in the General Terms and Conditions.

जेम की सामान्य शर्तों के खंड 26 के संदर्भ में भारत के साथ भूमि सीमा साझा करने वाले देश के बिडर से खरीद पर प्रतिबंध के संबंध में भारत कोई भी बिडर इस निविदा में बिड देने के लिए तभी पात्र होगा जब वह बिड देने वाला सक्षम प्राधिकारी के पास पंजीकृत हो। बिड में भाग लेते और कोई भी गलत घोषणा किए जाने व इसका अनुपालन न करने पर अनुबंध को तत्काल समाप्त करने और कानून के अनुसार आगे की कानून clause 26 regarding Restrictions on procurement from a bidder of a country which shares a land border with India, any bidder from a country which shares a land border with India is registered with the Competent Authority. While participating in bid, Bidder has to undertake compliance of this and any false declaration and non-compliance of this would and further legal action in accordance with the laws.

---ધન્યવાદ/Thank You---
