

**Evaluation process :(QCBS method)**

3.1. The technical evaluation criteria and point system for the evaluation of technical bids:

| Sl. No. | Criteria  | Max. Marks | Method of allotting marks for combined score   | Marks obtained by Bidder |
|---------|---|------------|--|--------------------------|
| 1       | Work Experience:<br>One similar work executed of not less than 80 % of the estimated value<br>or<br>Two similar works executed of not less than 50 % of the estimated value<br>or<br>Three similar works executed of not less than 40 % of the estimated value<br><br>Manpower on roll based mark allocation: | 15         | 1 to 3 Project : 5<br>4 to 5 Projects in different year : 7<br>6 and above Projects in different year : 10<br>(Max. 10)<br><br>100 to 200 : 2 marks<br>201 to 400 : 4 marks<br>401 and above : 5 marks<br>(Max. marks 5) |                          |
| 2       | Average Annual turnover for the last three financial years i.e. 2021-22, 2022-23 and 2023-24.   | 15         | Above 1.00cr to 2.00 cr. : 5 marks<br>Above 2.00 to 5.00 cr. : 8 marks<br>Above 5.00 to 10cr. : 10 marks<br>10 Cr. and above : 15 Marks  |                          |
| 3       | Private Security Agencies Regulation Act (PSARA)  | 10         | Documents / Certificate  |                          |
| 4       | PF  | 5          | Documentary proof with recent return filing.   |                          |
| 5       | ESIC  | 5          | Documentary proof with recent return filing.   |                          |
| 5       | Trade Licence   | 5          | Documentary proof  |                          |
| 6       | Registered Office / Branch Office in Kolkata  | 5          | Documentary proof  |                          |
| 7       | Professional Tax  | 5          | Documentary proof with recent return filing.   |                          |
| 8       | GST & Pan Card  | 5          | Documentary proof with recent return filing.   |                          |
| 9       | ISO Certificate   | 10         | ISO 9001 : 2015 :- 5Marks<br>ISO 14001 : 2015 :- 5marks<br>Documentary proof   |                          |
| 10      | Mandatory Undertaking   | 5          | Mandatory Undertaking Certificate and Due Diligence Certificate on Rs.500/- judicial stamp paper.  |                          |
| 11      | Training Centre   | 10         | Documentary proof  |                          |
| 12      | Legal entity  | 5          | Documentary proof  |                          |
|         |   |            |  |                          |

The technical score required for passing technical bid elevation and qualifying for the Financial Bid is 60 points out of 100. The financial bids for bidders whose technical score are less than 60 will not be opened.

**Price Breakup for Providing Security Services at Raja Rammohun Roy Library Foundation, Kolkata**  
**As per current VDA w.e.f 01.04.2025**

| PARTICULARS   | SUPERVISOR<br>(1 nos.) |  | UNARMED<br>GUARD<br>(15 nos.) |  | UNARMED LADY<br>GUARD<br>(2 nos.) |  | CARETAKER<br>(2 nos.) |  | ELECTRICIAN<br>(2) |  | REMARKS  |
|---|------------------------|--|-------------------------------|--|-----------------------------------|--|-----------------------|--|--------------------|--|--|
| (a) Minimum wage inclusive of VDA   | 981                    |  | 981                           |  | 981                               |  | 981                   |  | 981                |  |  |
| (b) Total   |                        |  |                               |  |                                   |  |                       |  |                    |  |  |
| (c) EPF (@13%) subject to ceiling of Rs.15,000/- as employer's contribution | 75                     |  | 75                            |  | 75                                |  | 75                    |  | 75                 |  | 75*26=1950   |
| (d) ESI (@3.25% subject to wage ceiling of Rs.21,000/-                      | Nil                    |  | Nil                           |  | Nil                               |  | Nil                   |  | Nil                |  | Not applicable if minimum wage is above Rs.21,000/-  |
| (e) Bonus ( 8.33% on minimum wages subject to wage ceiling of Rs.21,000/-)  | Nil                    |  | Nil                           |  | Nil                               |  | Nil                   |  | Nil                |  | Not applicable if minimum wage is above Rs.21,000/-<br>Bonus will be paid once in a year to the person / personnel where minimum wage of any person is within Rs.21000/- per month on production of payment receipt. |
| (f) Leave salary [@1.5 days per month on (a) above]                         |                        |  |                               |  |                                   |  |                       |  |                    |  |  |
| (g) Overtime Charges for three National Holidays (minimum wages X 3 /12)    |                        |  |                               |  |                                   |  |                       |  |                    |  |  |
| <b>(A) Sub Total [b+c+d+e+f+g]</b>  |                        |  |                               |  |                                   |  |                       |  |                    |  |  |
| <b>(B) Service charges of agency</b>  |                        |  |                               |  |                                   |  |                       |  |                    |  |  |
| <b>(C) GST as applicable</b>  |                        |  |                               |  |                                   |  |                       |  |                    |  |  |
| <b>Grand Total A+B+C :</b>  |                        |  |                               |  |                                   |  |                       |  |                    |  |  |

➤ **Minimum wage inclusive of VDA for 26 days**

| PARTICULARS   | COOK-CUM-DRIVER<br>(1 nos.) |  | CLEANING STAFF<br>(6 nos.) |  | DEO<br>(4 nos.) |  | STENO<br>(1 nos.) |  | SAS<br>(3) |  | REMARKS  |
|---|-----------------------------|--|----------------------------|--|-----------------|--|-------------------|--|------------|--|--|
| (a) Minimum wage inclusive of VDA   | 981                         |  | 805                        |  | 981             |  | 1065              |  | 1065       |  |  |
| (b) Total   |                             |  |                            |  |                 |  |                   |  |            |  |  |
| (c) EPF (@13%) subject to ceiling of Rs.15,000/- as employer's contribution | 75                          |  | 75                         |  | 75              |  | 75                |  | 75         |  | 75*26=1950   |
| (d) ESI (@3.25% subject to wage ceiling of Rs.21,000/-                      | Nil                         |  | 26.16                      |  | Nil             |  | Nil               |  | Nil        |  | Not applicable if minimum wage is above Rs.21,000/-  |
| (e) Bonus ( 8.33% on minimum wages subject to wage ceiling of Rs.21,000/-)  | Nil                         |  |                            |  | Nil             |  | Nil               |  | Nil        |  | Not applicable if minimum wage is above Rs.21,000/-<br>Bonus will be paid once in a year to the person / personnel where minimum wage of any person is within Rs.21000/- per month on production of payment receipt. |
| (f) Leave salary [@1.5 days per month on (b) above] (4.8)                   |                             |  |                            |  |                 |  |                   |  |            |  |  |
| (g) Overtime Charges for three National Holidays (minimum wages X 3 /12)    |                             |  |                            |  |                 |  |                   |  |            |  |  |
| <b>(B) Sub Total [b+c+d+e+f+g]</b>  |                             |  |                            |  |                 |  |                   |  |            |  |  |
| <b>(B) Service charges of agency</b>  |                             |  |                            |  |                 |  |                   |  |            |  |  |
| <b>(C) GST as applicable</b>  |                             |  |                            |  |                 |  |                   |  |            |  |  |
| <b>Grand Total A+B+C :</b>  |                             |  |                            |  |                 |  |                   |  |            |  |  |

➤ **Minimum wage inclusive of VDA for 26 days**

F.No.1/6(3)/2025-LS-II  
Government of India  
Ministry of Labour & Employment  
Office of the Chief Labour Commissioner(C)  
New Delhi

Dated: 28/03/2025

**ORDER**

In exercise of the powers conferred by Central Government vide Notification No. S.O. 188(E) dated **19<sup>th</sup> January, 2017** of the Ministry of Labour and Employment the undersigned hereby revise the rates of Variable Dearness Allowance on the basis of the average Consumer Price Index for Industrial workers reaching 413.42 from 402.09 as on 31.12.2024 (Base 2016=100) and thereby resulting in an increase of 11.33 points. The revised Variable Dearness Allowance as under shall be payable from 01.04.2025;-

The rates of Variable Dearness Allowance for employees employed in **CONSTRUCTION OR MAINTENANCE OF ROADS OR RUNWAYS OR IN BUILDING OPERATIONS INCLUDING LAYING DOWN UNDERGROUND ELECTRIC, WIRELESS, RADIO, TELEVISION, TELEPHONE, TELEGRAPH AND OVERSEAS COMMUNICATION CABLES AND SIMILAR OTHER UNDERGROUND CABLING WORK, ELECTRIC LINES, WATER SUPPLY LINES AND SEWERAGE PIPE LINES.**

| Category of worker                 | Rates of V.D.A. Area wise per day<br>(in Rupees) |     |     |
|------------------------------------|--|-----|-----|
|                                    | A  | B   | C   |
| Unskilled                          | 282  | 237 | 191 |
| Semi-Skilled/Unskilled Supervisory | 314  | 266 | 222 |
| Skilled/Clerical                   | 344  | 314 | 266 |
| Highly Skilled                     | 372  | 344 | 314 |

Therefore the minimum rates of wages showing the basic rates and Variable Dearness Allowance payable w.e.f. 01.04.2025 will be as under :-

| Category of worker                 | Rates of wages including V.D.A. per day<br>(in Rupees) |             |             |
|------------------------------------|--|-------------|-------------|
|                                    | A Area   | B Area      | C Area      |
| Unskilled                          | 523+282=805  | 437+237=674 | 350+191=541 |
| Semi-Skilled/Unskilled Supervisory | 579+314=893  | 494+266=760 | 410+222=632 |
| Skilled/ Clerical                  | 637+344=981  | 579+314=893 | 494+266=760 |
| Highly Skilled                     | 693+372=1065   | 637+344=981 | 579+314=893 |

The VDA has been rounded off to the next higher rupee as per the decision of the Minimum Wages Advisory Board.

The classification of workers under different categories will be same as in Part-I of the notification, whereas classification of cities will be same as in the Part-II of the notification dated 19<sup>th</sup> January, 2017. The present classification of cities into areas A, B & C is enclosed at Annexure I for ready reference.

  
(K. Shekar)  
Chief Labour Commissioner(C)

F.No.1/6(4)/2025-LS-II  
Government of India  
Ministry of Labour & Employment  
Office of the Chief Labour Commissioner(C)  
New Delhi

Dated: 28/03/2025

**ORDER**

In exercise of the powers conferred by Central Government vide Notification No. S.O. 192(E) dated **19<sup>th</sup> January, 2017** of the Ministry of Labour and Employment the undersigned hereby revise the rates of Variable Dearness Allowance on the basis of the average Consumer Price Index for Industrial workers reaching 413.42 from 402.09 as on 31.12.2024 (Base 2016=100) and thereby resulting in an increase of 11.33 points. The revised Variable Dearness Allowance as under shall be payable from 01.04.2025;-

Rates of VDA for employees employed in loading and unloading in **(i) Goods sheds, Parcel Offices of Railways, (ii) Other Goods-Sheds, Go-downs, Warehouses and other similar employments ; (iii) Docks and Ports; and (iv) Passengers and Goods and Cargo Carried out at Airports (both international and domestic).**

Therefore, the minimum rates of wages including the basic rates and Variable Dearness Allowance payable w.e.f. 01.04.2025 to the employees shall be as under:-

| AREA | RATES OF V.D.A. PER DAY (IN RS.) |
|------|----------------------------------|
| 'A'  | 282                              |
| 'B'  | 237                              |
| 'C'  | 191                              |

Therefore the minimum rates of wages showing the basic rates and variable Dearness Allowance payable w.e.f. 01.04.2025 shall be as under:-

| AREA | RATES OF WAGES PLUS V.D. A. PER DAY |   |              |   |             |
|------|-------------------------------------|---|--------------|---|-------------|
|      | Basic Wages (Rs.)                   |   | V.D.A. (Rs.) |   | Total (Rs.) |
| 'A'  | 523                                 | + | 282          | = | 805         |
| 'B'  | 437                                 | + | 237          | = | 674         |
| 'C'  | 350                                 | + | 191          | = | 541         |

The VDA has been rounded off to the next higher rupee as per the decision of the Minimum Wages Advisory Board.

The classification of workers under different categories will be same as in Part-I of the notification, whereas classification of cities will be same as in the Part-II of the notification dated 19<sup>th</sup> January, 2017. The present classification of cities into areas A, B & C is enclosed at Annexure I for ready reference.

  
(K. Shekar)  
Chief Labour Commissioner(C)

File No.1/6(6)/2025-LS-II  
Government of India  
Ministry of Labour & Employment  
Office of the Chief Labour Commissioner(C)  
New Delhi

Dated: 28/03/2025

**ORDER**

In exercise of the powers conferred by Central Government vide Notification No. S.O. 191(E) dated **19<sup>th</sup> January, 2017** of the Ministry of Labour and Employment the undersigned hereby revise the rates of Variable Dearness Allowance on the basis of the average Consumer Price Index for Industrial workers reaching 413.42 from 402.09 as on 31.12.2024 (Base 2016=100) and thereby resulting in an increase of 11.33 points. The revised Variable Dearness Allowance as under shall be payable from 01.04.2025:-

I. RATES OF VDA. for employees employed in **WATCH & WARD (without arms)** shall be as under:-

| AREA | RATES OF V.D.A. PER DAY (in Rs.) |
|------|----------------------------------|
| A    | 344                              |
| B    | 314                              |
| C    | 266                              |

Therefore, the minimum rates of wages showing the basic rates and Variable Dearness Allowance payable w.e.f 01.04.2025 to employees employed in **WATCH AND WARD (without arms)** shall be as under:-

| AREA | RATES OF WAGES PLUS V.D.A PER DAY |   |              |             |
|------|-----------------------------------|---|--------------|-------------|
|      | Basic Wages (Rs.)                 |   | V.D.A. (Rs.) | Total (Rs.) |
| A    | 637                               | + | 344          | = 981       |
| B    | 579                               | + | 314          | = 893       |
| C    | 494                               | + | 266          | = 760       |

II. RATES OF VDA for employees employed in **WATCH AND WARD (with arms)** shall be as under:-

| AREA | RATES OF VDA PER DAY (in Rs.) |
|------|-------------------------------|
| A    | 372                           |
| B    | 344                           |
| C    | 314                           |

Therefore, the minimum rates of wages showing the basic rates and Variable Dearness Allowance payable w.e.f. 01.04.2025 to employees employed in **WATCH AND WARD (with arms)** shall be as under:-

| AREA | RATES OF WAGES PLUS VDA PER DAY |   |            |             |
|------|---------------------------------|---|------------|-------------|
|      | Basic Wages (Rs.)               |   | VDA. (Rs.) | Total (Rs.) |
| A    | 693                             | + | 372        | = 1065      |
| B    | 637                             | + | 344        | = 981       |
| C    | 579                             | + | 314        | = 893       |

The VDA has been rounded off to the next higher rupee as per the decision of the Minimum Wages Advisory Board.

The classification of workers under different categories will be same as in Part-I of the notification, whereas classification of cities will be same as in the Part-II of the notification dated 19<sup>th</sup> January, 2017. The present classification of cities into areas A, B & C is enclosed at Annexure I for ready reference.

  
(K. Shekar)  
Chief Labour Commissioner(C)