PRASAR BHARATI
(INDIA'S PUBLIC SERVICE BROADCASTER)
AKASHVANI:: MYSURU-570 020
CLUSTER OFFICE::AKASHVANI, BENGALURU
* * * * *

THIS BID IS FOR PROVIDING MANPOWER OUTSOURCING SERVICES-MINIMUM WAGE-UNSKILLED; MULTI-TASKING STAFF (03 Nos. GATE KEEPERS) FOR MANNING THE MAIN ENTRANCE GATE OF HPT (HIGH POWER TRANSMITTER)-DOORDARSHAN, CHAMUNDI HILLS, MYSURU – 570 010 – UNDER THE CONTROL OF AKASHVANI [ALL INDIA RADIO], K.R.S. ROAD, YADAVAGIRI, MYSURU-570 020

THE FIRMS PARTICIPATING IN THE BID HAVE TO AGREE TO ALL THE TERMS OF THE FOLLOWING ADDITIONAL TERMS AND CONDTIONS (ATC) :

SCOPE OF WORK AND ADDIDTIONAL TERMS AND CONDITIONS [ATC] :

1. Three [03] Gate Keepers [Unskilled] are being hired primarily to man the Gate of HPT (High Power Transmitter)-Doordarshan, Chamundi Hills, Mysuru-570 010 – (under the control of Akashvani [All India Radio], K.R.S. Road, Yadavagiri, Mysuru-570 020). The Gate Keepers should be ready to do duty at Akashvani, Mysuru as per requirement of the station.
2. The working hours will be round the Clock in 03 [Three] Shifts comprising of 8 hours each for the entire contract period including Saturdays and Sundays manned by Gate Keepers.
3. The contractor shall ensure that the gate is not left unmanned for whatever reason, and in all contingencies shall provide a substitute.
4. Their Task is to keep strict vigil within and outside the compound of HPT (High Power Transmitter)-Doordarshan, Chamundi Hills, Mysuru-570 010 – (under the control of Akashvani [All India Radio], K.R.S. Road, Yadavagiri, Mysuru-570020), which houses the Transmitter to thwart incidents of theft, to check the movement of visitors, their vehicles and maintenance of Visitors Register kept for the purpose and to record the movement of Office Car.
5. Total : Three [03] Gate Keepers [Unskilled].

ADDITIONAL TERMS AND CONDITIONS [ATC] :

6. The persons engaged by the Agency should not have any adverse Police records criminal cases against them. The Agency would be responsible to make adequate enquiries about the character and antecedents of the persons before their engagement for the purpose.
7. The personnel should strictly abide the confidentiality of this office.
8. The Service Provider shall withdraw such employees who are not found suitable by the office for any reasons immediately on receipt of a request from this office.
9. The successful agency is required to submit a list of employees to be deputed for scrutiny by this office. The successful agency is required to provide the Aadhaar Card, PAN Card and other related documents in support of the experience of the Gate Keepers to be deputed to this office for scrutiny. They will be screened for their eligibility by a panel of Akashvani, Mysuru and the selected list will be handed over to the agency for deployment. Selected Gatekeepers shall be required to produce a Police Verification Certificate on deployment to this office.
10. During the leave period of the person the Agency should provide a suitable substitute immediately.
11. The Bidders are required to furnish ePBG as applicable as per Bid's Terms and Conditions.
12. The Minimum Rates of Wages should be as per the rates prescribed by the Chief Labour Commissioner (Central), Ministry of Labour and Employment, New Delhi or the State Government whichever is higher. Time to Time changes in the rates should be implemented after informing this office along with up-to-date orders.
13. The nature of the Gate Management Duty includes "Opening and Closing the Gate whenever Official/Staff and Office-related Vehicles enter the premises, as well as recording the arrival of such Vehicles in a 'Visitors Register' maintained at the Security Booth". Furthermore, this role/duty encompasses the Maintenance of the Garden and the Preservation of a Clean and orderly Environment within the HPT-Doordarshan premises.

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14. **The Gate Keepers deputed for Gate Management should have knowledge of local language (Kannada), knowledge in English and Hindi is desirable. The Gate Keepers shall adhere to the dress code (uniform) and should not deviate from decorum.**
15. **The Contract will be awarded only after the approval of Competent Authority/Head of Office/Cluster Head.**
16. **The Statutory deductions like Income Tax, TDS on GST shall be recovered from the bill of the Contractor. The Service Provider shall indemnify Akashvani, Mysuru against any claim including payment to statutory authorities for which the service provider shall be wholly and severally liable.**
17. **The Contractor shall make the Monthly Payments and submit the bill within 5th of every month for reimbursements thereafter. The contractor should ensure that the Minimum Wages as per the Contract is received by the Gate Keepers working under him. All the payments to the Gate Keepers shall be made online. The Principal Employer shall have the rights to verify the amount being paid.**
18. **It should be ensured that no litigations arise out of the conditions of employment and the Head of Office, Akashvani, Mysuru shall not be made a party to any litigations by the employees of the Service Provider. In case Akashvani, Mysuru made a party, then the service provider shall bear/indemnify any cost incurred over such litigations.**
19. **MANDATORY : Only Mysore Registration in Karnataka State is required. The Registered Offices of the Bidders should be located in Mysore and Mysore Registration Establishment Certificate should be provided in this regard. The Office Address and Local Mysore Contact Number to be given for Technical Evaluation. The Declaration Certificate of accepting the Terms and Conditions (ATC) should be submitted by the Bidders for Technical Evaluation. The necessary documents to be provided in this regard. Akashvani, Mysuru expects Bidders having their registered offices at Mysuru.**
20. **The Successful Agency/Bidder has to furnish the Performance Security Bond at the rate of 3% of the value of the Contract as the Bank Guarantee in favour Head of Office, Akashvani, Mysuru safeguarding the purchasers interest in all respects. The Performance Guarantee should remain valid for a period of sixty days beyond the date completion of all contractual obligation of the supplier including warranty obligation.**
21. **The Bidder shall have atleast 3 years experience in providing Manpower.**
22. **Akashvani, Mysuru expects Bidders having their registered offices at Mysuru.**

THE FOLLOWING ADDITIONAL DOCUMENTS SHOULD BE SUBMITTED/PROVIDED BY THE BIDDER FOR TECHNICAL EVALUATION:

1. **MSME Certificate – (Udyam Registration Certificate).**
2. **Mysore Registration Establishment Certificate – (FORM –"C").**
3. **GST REG-06 Registration Certificate.**
4. **Self Declaration Certificate for Geographical Presence/Self Declaration Certificate regarding Registered Office at Local-Mysuru.**
5. **EPFO (Employees Provident Fund Organization) Certificate.**
6. **ESIC (Employees State Insurance Corporation) Certificate.**
7. **Trade Licence Certificate / Department of Labour, GOK Certificate.**
8. **Karnataka Tax on Professions, Trades, Callings & Employees Act-1976 – Registration Certificate.**
9. **Police Verification Certificate.**
10. **Non-Blacklist Certificate.**
11. **Self Declaration Certificate for No Near Relative(s).**
12. **Self Declaration Certificate for – Not penalized by any Labour Court for Law.**
13. **Self Declaration Certificate for – No criminal case, corrupt, fraudulent practice, Bankrupt not under Liquidation.**
14. **Solvency Certificate.**
15. **ISO Registration Certificate.**
16. **Certificate of Incorporation/TAN Certificate (if it is Private Company Ltd.).**
17. **Aadhaar Card Copy and PAN Card Copy.**
18. **Bidder Turnover Certificate and Indian Income Tax Return Details Certificate.**
19. **Self Declaration Certificate for accepting the "Terms and Conditions" (ATC) and Minimum Wages Act & Rules should be submitted for Technical Evaluation.**
20. **Work Done Completion Certificate & Experience Certificate for providing Manpower Services.**
21. **Company Profile Details.**
22. **NEFT/RTGS-Bank Mandate Form and Copy of Blank Cheque Leaf for Bank Account Details.**
23. **Escalation Matrix for Service Support.**
24. **AMC [Annual Milestone Charges] paid details.**

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The Minimum Rates of Wages showing the Basic Rates and Variable Dearness Allowance payable w.e.f. 01-10-2026 as per the Order of Ministry of Labour & Employment, Office of the Chief Labour Commissioner (C), New Delhi vide F. No. 6/1/2026-VDA dated 30-September-2026, will be as under.

Category of Worker	B Area	Amount (in Rupees)
Unskilled	Bsaic + VDA (437 + 267)	704-00

Details of Provident Fund (EPF) & ESI Charges :

PROVIDENT FUND @ 13%	91.52
ESI @ 3.25%	22.75

Note : The Minimum Rates of Wages should be as per the Rates prescribed by the Chief Labour Commissioner (Central), Ministry of Labour and Employment, New Delhi. Time to Time changes in the Minimum Rates of Wages should be implemented as per the Rates prescribed by the Chief Labour Commissioner (Central), Ministry of Labour and Employment, New Delhi and the payment will be made by this office for the same.

The centre reserves the right to terminate the contract of all or any empanelled agencies, giving one month notice and without assigning any reason whatsoever. The agency intends to premature termination of the contract and may do so by giving one month notice.

It will be assumed that the bidder has agreed upon all the above conditions and entered the bid thereon.

This Station has the right to increase or decrease the Manpower at any time of Contract period with one month notice.

Decision of the Head of Office, Akashvani, Mysuru will be binding on other clause of contract if any left out other than the above.

Acceptance Certificate of all Terms and Conditions (ATC) and all other relevant certificate supporting the bid should be submitted by Agencies by uploading the required documents in GeM.

(N. KESHAVA MURTHY)
HEAD OF PROGRAMME
AKASHVANI::MYSURU

GOVT. OF INDIA
Receipt Date 26/10/2026
Diary No. 81
Dept MYSORE
ALL INDIA RADIO

File No. 6/1/2026-VDA
Government of India
Ministry of Labour & Employment
Labour Bureau
Chandigarh

Dated: 30 September, 2026

ORDER

In exercise of the powers conferred by Central Government vide Notification No. S.O. 2451(E) dated 12th May, 2026 of the Ministry of Labour and Employment the undersigned hereby revises the rates of Variable Dearness Allowance w.e.f. 01.10.2026 on the basis of the average Consumer Price Index for Industrial workers reaching 431.42 from 424.80 as on 30.06.2026 (linked to Base 2016=100) and thereby resulting in an increase of 6.62 points. The revised Variable Dearness Allowance as under shall be payable from 01.10.2026

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 (in Rupees)		
	A	B	C
Unskilled	317	267	215
Semi-Skilled/Unskilled Supervisory	354	300	251
Skilled/Clerical	387	354	300
Highly Skilled	418	387	354

Therefore the minimum rates of wages showing the basic rates and Variable Dearness Allowance payable w.e.f. 01.10.2026 will be as under :-

Category of worker	Rates of wages including V.D.A. (in Rupees)		
	A Area	B Area	C Area
Unskilled	523 + 317 = 840	437 + 267 = 704	350 + 215 = 565
Semi-Skilled/Unskilled Supervisory	579 + 354 = 933	494 + 300 = 794	410 + 251 = 661
Skilled/ Clerical	637 + 387 = 1024	579 + 354 = 933	494 + 300 = 794
Highly Skilled	693 + 418 = 1111	637 + 387 = 1024	579 + 354 = 933

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 No. S.O. 188(E) dated 19th January, 2017 of the Ministry of Labour and Employment, whereas classification of cities will be same as in the Part-II of the notification dated 19th January, 2017. The present classification of cities into areas A, B & C is enclosed at Annexure I for ready reference.

The instant notification is being issued in pursuance of sub-section (2) of Section 69 of the Code on Wages, 2019 (29 of 2019).

(Shyam Singh Negi)
Director General
Labour Bureau