

JMS MINING PRIVATE LIMITED

(CIN: U28246WB2009PTC132132)

NOTICE INVITING TENDER (NIT)

Deployment of Skilled Welders and Fabricators at Company's Factory, Butibori Industrial Area, Nagpur

NIT No.: JMS/MANPOWER/2026-27/001

Date: 16/06/2026

1. Introduction

M/s JMS Mining Private Limited ("the Company") is an underground coal mining company having its manufacturing and repairing workshop at Nagpur. We are inviting sealed bids from experienced and competent manpower contractors/agencies for deployment of skilled Welders and Fabricators.

The contractor shall provide manpower as per the Company's operational requirements and ensure compliance with all applicable labour laws, statutory regulations, and safety requirements.

2. Scope of Work

The selected contractor shall be responsible for:

1. Deployment of approximately 20–25 skilled Welders and Fabricators on a daily basis as per the Company's operational requirements.
2. Providing additional manpower as and when required by the Company.
3. Carrying out fabrication, welding, cutting, fitting, grinding, assembly, and allied activities as assigned by the Company's authorized representatives.
4. Providing suitable replacement manpower in case of absenteeism, resignation, or unsatisfactory performance.
5. Ensuring strict adherence to safety standards and operational procedures prescribed by the Company.

3. Contract Period

The contract shall initially be awarded for a period of 6 (Six) months and may be extended at the sole discretion of the Company based on performance and operational requirements.

4. Minimum Qualification and Skill Requirements

A. Welders

1. Minimum ITI (Welder) from Government Collage.
2. Hold statutory welding certificate
3. Minimum 3 years of industrial welding experience.
4. Proficiency in ARC Welding, MIG Welding, and Gas Cutting.
5. Ability to read fabrication drawings and welding symbols.
6. Knowledge of welding quality standards and safety practices.
7. Physically fit for industrial work.

B. Fabricators/Fitters

1. Minimum ITI (Fitter/Fabricator) from Government Collage.
2. Hold statutory certification
3. Minimum 3 years of fabrication experience in industrial projects/manufacturing units.
4. Ability to read and interpret engineering/fabrication drawings.
5. Experience in marking, cutting, fitting, grinding, drilling, and assembly activities.
6. Knowledge of safe handling of tools and equipment.
7. Physically fit for industrial work.

5. Bid Submission

A. Eligibility Criteria for Contractor

The bidder shall:

- Be legally registered and authorized to undertake manpower supply contracts.
- Have a minimum of 3 years' experience in deployment of industrial manpower.
- Have experience of supplying skilled manpower to manufacturing plants, fabrication units, engineering industries, or similar establishments.
- Possess valid PAN and other statutory registrations.
- Not have been blacklisted by any Government department, PSU, or private organization during the last five years.
- Be financially sound and capable of handling payroll and statutory obligations.

B. Documents to be Submitted

The bidder shall submit copies of:

- PAN Card.
- GST Registration Certificate, if applicable
- PF Registration Certificate.
- ESI Registration Certificate.
- Labour Licence (if applicable).
- Company/Firm Registration Certificate, if applicable
- Minimum two work orders from existing or previous clients.
- Undertaking regarding non-blacklisting.
- Audited Financial Statements and ITR of last three years.

C. Commercial Bid

The bidder shall quote:

- Per man-day rate for Welder.
- Per man-day rate for Fabricator/Fitter.
- Detailed breakup of Per man-day rate like wages, PF, ESI, PPE, etc.
- The quoted rates shall be inclusive of all incidental expenses, excluding GST.

After award of work, the Contractor has to submit Initial medical examination Report from NABH and Certificates of the welders/fabricators deployed at JMS.

D. Bid Submission

Interested bidders may submit their Technical and Commercial Bids via email at finance@jmsmining.com or in sealed envelopes superscribing:

JMS Mining Private Limited
3rd Floor, Dongfang Electric Building,
Premises no. 16, Action Area 1A, MAR 1111
New Town, Kolkata 700156

E. Bid submission Timeline – Bids must be submitted by 26th June 2026

6. Statutory and Labour Law Compliance

The contractor shall comply with all applicable labour laws and statutory requirements, including but not limited to:

- Code on Wages.
- Occupational Safety, Health and Working Conditions Code and related rules.
- Obtain and maintain all required licences and registrations
- Any other Central or State labour laws applicable from time to time.

Company shall not be providing accommodation and food to such workmen.

Any deployed workman found involved in misconduct, negligence, indiscipline, safety violation, intoxication, theft, poor workmanship, absenteeism or unsatisfactory performance shall be immediately removed and replaced by contractor within 24 hours at no additional cost to the Company.

Contractor shall be the principal employer for all deployed personnel and shall be solely responsible for wages, overtime, bonus, leave wages, gratuity, retrenchment compensation, insurance, statutory benefits and all employment-related liabilities.

Contractor shall be solely responsible for any accident, injury, disability or death of its personnel occurring during contract period and shall indemnify the Company from all claims, compensation, legal proceedings and liabilities arising therefrom.

7. Payment Terms:

Payment shall normally be released within 45 **days** from the date of submission of invoice along with:

- Wage register, Wage payment details (Paid only through Banking channels)
- PF, ESI challans / Workmen Compensation insurance as applicable and other statutory dues deposited.
- GPA - Responsibility for GPA insurance of workers will fall under the Contractor/Service Provider. GPA coverage amounts are Rs 10 lakh.
- Company's Biometric attendance records shall be deemed final and binding for the purpose of computation of daily attendance and corresponding payments.
- Indemnify the Company against any liability arising from non-compliance of labour laws.

In case contractor fails to provide required manpower on any day, Company shall be entitled to recover: Actual cost incurred for arranging alternate manpower.

8. Safety Requirements

The contractor shall ensure:

- All deployed personnel use mandatory Personal Protective Equipment (PPE) including safety shoes, helmets, gloves, welding shields/goggles, and reflective jackets, which will be provided by contractor itself.
- Compliance with the Company's safety policies and work permit systems.
- Participation in safety induction training before commencement of work.
- Immediate reporting of any accident, injury, or unsafe condition.
- Compliance with fire safety and emergency response procedures.

9. Company's Rights

The Company reserves the right to:

1. Accept or reject any or all bids without assigning any reason.
2. Increase or decrease the scope of work.
3. Cancel or modify the tender process at any stage.
4. Seek additional information or clarifications from bidders.

10. Jurisdiction

All disputes arising out of this Tender shall be subject to the exclusive jurisdiction of the Courts at Kolkata, West Bengal.