



Bihar State Milk Co-operative Federation Ltd.

Dairy Development Complex; Post :- B.V. College, Patna-800014
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Web :- www.sudha.coop Email:-comfed.patna@gmail.com

Tender Notice for Providing Skilled & Highly skilled/Unskilled Manpower

Tender No: 577.....COMFED/Admin/Dated 11/02/2020

Tenders in sealed cover are invited on behalf of **Industries Deptt., Bihar** under quality control **two-bid** system from reputed, experienced and financially sound firm/company for supply of Skilled, highly skilled & Unskilled manpower for operation and management of plants for processing packaging of neera and production, packaging of jaggery, gur, and other related products at two neera project with plants located at Hajipur, Vaishali, and Biharshariff, Nalanda .

The interested firm/companies are required to submit the technical bid and financial bid in sealed cover separately. The bid in sealed cover-1 Technical bid and sealed cover-ii containing "financial bid shall be placed in third sealed cover super scribed "**Tender for supply of Skilled & highly skilled/ unskilled Manpower for neera Project** which should reach at the office of **Managing Director, Bihar State Milk Co-operative Federation Ltd, Dairy Development Complex, near B.V.College, Patna-800014** latest by 5.00.hrs on or before 16/03/2020 The technical bid shall be opened on the next date 17.03.2020 at 2.30.hrs. In the event of any of the above mentioned date being declared as a holiday/closed day, the tender will be opened on the next working day at the specified time. After compliance of the requirement on opening of technical bid and successful in technical bid of the participating Bidders, the financial bid shall be opened for successful bidders for finalisation of tender.

The tender documents containing eligibility criteria, scope of work, terms and condition and draft agreement can be downloaded from our website www.sudha.coop .The bid security (The EMDfor tender of Skilled & highly skilled agency is Rupees 25,000/- each plant , Unskilled providing agency – Rs 5000 for each plant only should be paid by demand draft in favour of Bihar state Milk Co-operative Federation Ltd., payable at Patna.

Any future clarification and/or corrigendum(s) or notice regarding this tender shall be communicated through our website www.sudha.coop..

Managing Director, COMFED reserves the right to modify/cancel in full or part the contents of the tender without assigning any reason thereof.

Managing Director

**Tender
For
Supply
Of
Skilled & Highly Skilled
Manpower
(Neera based Project)
AT
Hajipur & Biharshariff)**

Tender issue no.& date :-577 dt.11.02.2020

Last date of submission:-16.03.2020

TECHNICAL BID

(a) Name of the Firm	
(b) Address of Firm/Company	
(c) Phone number of Firm/ Company	
(d) Email of Agency/Firm	
1. Set-up of your Firm/Company clearly indicating details of managerial supervisory and other staff. also indicate the number of muster roll staff available for performing this service 1. Managerial 2. Supervisory and 3. Other staff	
(a) Is the establishment registered with the Government? Please give details with documents/evidence	
(b) Do you have Labour licence? Please provide details and attach a copy.	
(c) Undertaking of the Firm/company confirming the availability of the adequate manpower of requisite qualification and experience for deployment in four plant field work in Bihar.	
3.. PAN NO (Please attach copy)	
4. Labour Licence no (Please attach copy)	
5. Service Tax Registration No (Please attach copy)	
6. CPF Registration No. (Please attach copy)	
7. ESI (Please attach copy)	
8. Audited Balance Sheet for F. Y. 16-17,17-18,18-19	
9. Acceptance of terms & conditions attached (Yes/No) Please sign each page of terms and conditions as token of acceptance and submit as part of tender document.	
10. Power of attorney/authorization for signing the bid documents	
11. Please submit an undertaking that no case is pending in court of Law against the proprietor/firm/partner or the Company (Firm/company) in addition to the undertaking the firm shall also produce certificate/verification from local police station indicate any	

convictions if any in the past against the company/firm/partner.	
Following details of the Skilled worker- Rupees 25,000/- each plant Unskilled worker – Rs 5000 for each plant Date: Drawn on:	
1. Cost of per tender	Rs.1000

Declaration by the Bidder:

This is to certify that I/we before signing this tender have read and fully understood all the terms and conditions contained herein and undertake myself/ourselves to abide by them

Encls:

1. DD/Pay Order No. _____
2. Terms & Conditions (Each page must be signed and sealed)
3. Financial (In separate sealed envelope)

Bid Place

Date

(Signature of Tenderer with Seal)

Name

Address

Phone No (O)

Fax No (O)/ Email

FINANCIAL BID

(In sealed cover-2 super scribed "Financial Bid") TENDER FOR SUPPLY OF MANPOWER for NEERA PROJECT COMFED, PATNA.

Required the following manpower for four plants at Hajipur,& Nalanda:-

S No	Name of the position	Number of personner's required (tentative)for each plant	Remuneration/wages per person	Remuneration/ wages
1	Project Manager	01	20000	20000
2	Technical Inspection officer	02	20000	40000
3	Store Keeper	01	20000	20000
4	Plant Operator	01	15000	15000
5	Chemist	05	16000	80000
6	Qc Tester	10	16000	160000
7	Accounts Assistant	03	13000*1	39000*1
8	Assistant/Clerk	01	13000*1	13000*1
9	Driver	02	13000*2	26000*2
	Sub total (B)	26*2=52		452000.00 each

(The above rates are exclusive of PF (Both Contribution), GIS, ESI and any other statutory liabilities.)

Note:-

- Agency charges on (A+B) above @ percent I.e Rs..... (Rupees) per month (variable as per attendance and payment of manpower deputed). Applicable taxes and duties may be shown separately.
- Neera Season will be approximately for six months from Feb to July, so technical manpower for processing plant will be for six months only. The requirement of worker may differ from season to season during a year on also on volume of business /operation. Hence the outsourced person will be retained on actual demand.
- Depending upon number of person and type of manpower provided, computation of actual Payment will be made Under each project based on their attendance.
- The Agency charges for providing manpower will be based on actual payments of variable as per attendance of manpower.

Declaration by the Bidder:

This is to certify that I/we before signing this tender have read and fully understood all the terms conditions contained herein and undertake myself/ourselves to abide by them.

Note:

No other charges would be payable by Comfed

There would be no increase in rates during the contact period.

Place (Signature of Bidder with seal)

Date Seal :
Address
Phone No (O) Fax No (O) Email

Required the following manpower for four plant:-

S No	Name of the position	Number of personnel's required (tentative)	Minimum qualification
1	Project Manager	01	Degree in Civil/Electrical/Mechanical/Suger Technology/MBA
2	Technical Inspection Officer	02	Degree in agriculture with five years experience
3	Store Keeper	01	Master degree in Business Administration with specialisation in HR or LLB with five years experience
4	Plant Operator	01	ITI in any trade/Diploma in Mech./Production engg
5	Chemist	05	Degree in Agriculture/Chemistry/Microbiology with three years experience
6	Qc Tester	10	Degree/Diploma/ in Agriculture/ Chemistry/Microbiology
7	Accounts Assistant	03	Degree in Commerce with relevant 2 years experience
8	Assistant/Clerk	01	Degree in any subject with relevant experience of two years
9	Driver	02	Matric+Driving licence (Depend upon work)
		01	
		26*2=52	

AGE (For all positions): Not below the age of 18 years.

The monthly salary is inclusive of all statutory obligations like ESI, EPF, EDLI, etc, compliance of which is mandatory for firm/company/successful bidder. Employer's contribution, where ever applicable shall be borne by firm/company. COMFED the right to reduce or enhance the manpower as per its requirement. wages may be paid on daily mandays

Note: The above manpower consisting Part A and Part B will be controlled by Comfed, Hqr. Patna

I. AIM AND OBJECTIVE OF THE PROJECT

Aim of the project

To produce Neera and its value added products utilizing modern technology and to make available processed Palm Neera and its value added products namely Jaggery in attractive consumer packs in all metropolitan cities in India. providing a decent income to the Palm farmers, creating rural employment opportunities improving the GDP of the nation.

Objectives of the project

- Setting up an integrated unit for Palm Neera and its value added products.
- Maximum utilization of Palm crop for producing diverse range of value added products from Neera

II. Organisation

The collection of Fresh Palm Sap is to be initiated by the Jeevika with an objective to mobilize Palm farmers and establish grass root level farmer institutions for undertaking production processing and marketing of Palm produce. 40-100 farmers having 4000-5000 Palms in their area of operation form a Primary producer Society. Such 20-25 Primary Producer Society units/cluster of a particular area will market their Saps through Jeevika (BRLPS).

Neera production, processing and packaging can be undertaken by COMFED. Healthy Palms are selected by Jeevika from among the Palms in the member Primary Producer Society. Neera will be collected by Jeevika level upto cluster point and transportation to processing centre will be done here under the guidance & monitoring of COMFED. COMFED will initiate processing and value addition of Neera and develop value added products like Palm Jaggery.

About The COMFED:-

Bihar State Milk Co-operative Federation (COMFED) was born thirty three years ago on 18th April 1983. Dairy Development activities started in right earnest on "Anand" Pattern after COMFED came into existence. Initial years were difficult for COMFED. The dairy plants were not in good condition and there were unrest among the staff absorbed in the service of COMFED but with better management practices the organization stood up on its own ambition started giving positive result under SUDHA Brand. This is one of the reasons why the organization has grown silently, slowly and steadily to its present state.

General Information relating to submission of Bids

1. The initial period of contract shall be for 12 months that may be extended by three years. One year at a time depending on performance of the Firm/company and the satisfaction at the discretion of the managing Director, COMFED.
2. The interested firm/company are required to submit the Technical and Financial Bids separately in the format enclosed The bids in sealed Cover-I containing "Technical Bid" and sealed Cover-II Manpower for Neera Project should reach the COMFED latest 05:00hrs on or before 16.03.2020 the Technical bids shall be opened on the next day 17.03.2020 at 02.30 hrs at the COMFED in presence of the bidders of their authorized representative who chooses to remain present.
3. All the pages of the tender should be signed by the owner of the firm or his Authorized signatory in case the tenders are signed by the Authorized signatory, a copy of the power of attorney/authorization may be enclosed along with tender. A copy of the terms & conditions shall be signed on each page and submitted with the technical bid as token of acceptance of terms & conditions.
4. All entries in the tender form should be legible and filled clearly. If the space for furnishing information is insufficient, a separate sheet duly signed by the authorized signatory may be attached. No overwriting or cutting is permitted in the Financial Bid Form. In such cases, the tender shall be summarily rejected. However, the cuttings, if any, in the Technical Bid application must be signed by the person authorized to sign the tender bids.
5. The monthly salary is inclusive of all statutory obligations like ESI, EPF, EDLI, etc, compliance of which is mandatory for firm/company/successful bidder. Employer's contribution, where ever applicable shall be borne by firm/company. COMFED the right to reduce or enhance the manpower as per its requirement. wages may be paid on daily

man days. The basic of the wages shall be decided by COMFED on finalisation of tender.

6. For deployment of Skilled and Unskilled worker a combine tender may be submitted. Any agency may file combine/separate tender for Hajipur or Nalanda Plants (skilled or unskilled)

7. EMD & Security Deposit

(A) The bidder shall pay Earnest Money Deposit (EMD) of Rs 25,000.00 (Rupees one lakh) only, for supply of skilled manpower and Rs. 5000 for unskilled worker along with the Technical Bid by Demand Draft in favour of "BIHAR STATE MILK CO-OPERATIVE FEDERATION LTD Payable at Patna" drawn on any National Bank/Scheduled Bank and payable at Patna. Bids received without (EMD) shall stand rejected and thus shall not be considered for evaluation etc. at any stage.

(B) The bid amount (EMD) without interest shall be returned to the unsuccessful bidders after finalization of contract.

(C) As a guarantee towards due performance and compliance of the contract work, the successful bidder(Firm/company) will deposit an amount of Rs. 5,42,000 (five lakh) only towards Security Deposit for supply of skilled manpower for each plant and Rs. 20,000 for unskilled worker by way of demand draft/Bank Guarantee in favour of BIHAR STATE CO-OPERATIVE MILK PRODUCERS FEDERATION LTD, Patna" drawn on any Nationalized Bank/ Scheduled Bank and payable at Patna Bank Guarantee Bond of a scheduled bank in the prescribed format is also acceptable in this regard.

(D) The Security deposit of successful firm/company has to be deposited within 15 (fifteen) days after the issue of letter of Award of Work, else (EMD) shall be forfeited unless time extension has been granted by the COMFED.

(E) The EMD shall be forfeited if successful bidder fails to undertake the work or fails to comply with any of the terms & conditions of the Agreement.

8. Penalty Clause

Imposition of penalty in case of fraud/default outsource manpower provided by agency following category of penal clause will be applicable in case of any default/fraud committed by the manpower provided by the agency.

(A) In case of any fraud pertaining to any accounts, purchase and stores the penal provision will be minimum 50% (fifty percentage) of the transitioned amount which will be decided by a committee chaired by Managing Director, Comfed and having a member of industries Department, Bihar

(B) In case of any fraud pertaining to any procurement & Marketing the penal provision will be minimum 30-50% (Thirty-fifty percentage) of the transitioned amount which will be decided by a committee chaired by Managing Director, Comfed and having a member of industries Department, Bihar.

(C) Besides above actions legal action will also be taken against the agency and responsible outsourced person.

WORK DESCRIPTION FOR NEERA PLANT

Firm/company shall have to perform the following work to prepares the neera to guri/jagarry the following process has been defined here. Firm/company/firm/company has to perform all the process to co-op up the work.

WORK RESPONSIBILITIES

1. Your man, material and machineries shall be checked and entered at our security post. You will ensure to comply all the formalities, procedure, system prevailing and instructions issued by the Comfed authorized official time to time.
2. You will have to make your own arrangement for stay outside the Neera Plant campus for your personnel engaged by you.
3. Your employees shall maintain industrial harmony and cordial relation with the Comfed's Employees.
4. For any misdeed and mistake by your employees you will be held responsible. In case of any damages due to your employee, the cost of damages shall be recovered from your bill/bills.
5. This is purely a job contract. Your firm as well as employees shall neither be entitled for such facilities enjoyed by the employee of COMFED nor their claim at par with Comfed employee and claim of job in COMFED shall be entertained.
6. This work order can be terminated by either party by giving one month prior notice in writing. Though the work order is being issued for one year, but if in the interest of the Neera plant, the continuity in operation will affect adversely the business or objectives of the Neera Project. COMFED would have the authority to cancel the order either full or part without any prior notice. No compensation would be entertained on this account.
7. Firm/company shall have to make his own arrangement for competent manpower and other resources for smooth operation and maintenance of the plants and equipment.
8. Neera collected in the Neera plant shall be lifted within 24 hrs. for selling from the first chilling.
9. You will submit monthly bill for supply of manpower. The shift Incharge, Neera chilling Centre, who will certify and forward the same to this office for payment on the basis of attendance through A/c payee cheque. In case payment is made through D/D on your request the draft commission would be at your cost.
10. You will be responsible for the operation and maintenance of refrigeration plant, DG sets, electricity and water supply (submersible)
11. You will have to make your own arrangement for competent manpower as mentioned above and other resources for smooth operation and maintenance of the plants and equipments of the Neera plant.
12. The plant capacity to produce Neera is 10,000 liters per day
13. The Utilization of the Pant will be 60% of the capacity in first year and corresponding year as indicated in financial bid.
14. The firm/firm/company may ask to produce Neera Jagerry from Neera on the basis of market demand.
15. The firm/firm/company shall bear all statutory liabilities of the staff.

Agreement will have to be executed by agency before commencement of the work along with submission of security deposit.

During the course of training or actual shop floor operation, if certain officials are not found suitable they have to be replaced immediately by again giving options of four person. The requirement of officer differ from season to season during a year on also on volume of business/ operation. Hence the outsourced person will be retained on actual demand.

Assist in the analysis, evaluation and computation of the bids, the Competent Authority, may ask bidders individually for clarification of their bids. The request for clarification and the response shall be in writing but no change in the price or substance of the bid offered shall be permitted.

10. After evaluation, the work shall be awarded normally to the Firm/company fulfilling all the conditions and who has quoted the lowest rate (inclusive for all categories) after complying with the all the Acts/ provisions stated/ referred to for adherence in the tender. In case two or more firm/company are found to have quoted the same rates, the Managing Director, COMFD shall decide about the Firm/company to which the offer shall be granted based on the report on the past performance of the bidders and length or experience etc. Such decision by such authority shall be final.

11. Managing Director, COMFED, shall have the power to select on the same rate any of the willing firm/company(ies) found to have quoted the same rates, in case, the firm/company with lowest rate at any stage after award of contract fails to perform successfully/ satisfactorily.

12. The quoted rates shall not be less than the lump sum payment/minimum wages of Govt. of Bihar prescribed for skilled, & highly skilled categories) as mentioned against each manpower category and shall include all statutory obligations. The rate quoted should be consolidated and inclusive of Income Tax, Employer EPF contribution, ESI contributions etc, bonus insurance, leave salary etc. as well as inclusive of the Firm/company's service charge for providing manpower.

13. COMFED reserves the right to accept or reject any or all bids without assigning any reasons. it also reserves the right to reject any bid which in his opinion is non-responsive or violating any of the conditions/specification without any liability to any loss whatsoever it may cause to the bidder in the process.

14. Canvassing in any form is strictly prohibited and the renderers who are found canvassing are liable to have their tenders rejected out rightly.

15. The period of the contract may be extended by two years, one year at a time after the successful/satisfactory completion of initial contract & based on the manpower requirement at that time or may be curtailed/ terminated before the contract period owing to deficiency in service or substandard quality of the manpower deployed by the selected company / firm/ firm/ company. This office, however, reserves right to terminate the contract without assigning any reason thereof at any time after giving one week notice to the selected service providing company/ firm

16. The bid shall be valid and open for acceptance of the competent authority for a period of 90 days from the date of opening of the tenders and no request for any variation in quoted rates and/ withdrawal of tender on any ground by successful bidder shall be entertained.

17. Other Terms and Conditions:

1. The services and provisions for the required manpower shall be provided after award of tender to the bidder.

2. The number of persons indicated in Part 'A & B' of this document is tentative and may increase/ decrease. if required, during the period of the Agreement, the Firm/company may be asked t supply additional manpower/reduction of manpower on the same terms and conditions.

3. The Firm/company shall ensure fulfilment of qualifications (academic/professional), skills, experience, age limit and other engagement conditions. The Firm/company will get their antecedents, character, conduct and medical health suitability verified.
4. The full particulars of the personnel to be deployed by the Firm/company including their names & addresses shall be furnished to the managing Director, COMFED, Patna along with testimonials before they are actually deployed for the job.
5. The Firm/company shall not deploy or shall discontinue deploying the person(s). if so desired by the COMFED, at any time without assigning any reason whatsoever.
6. The representative of Firm/company shall be in-charge of the manpower system and shall be responsible for the efficient rendering of the service under the contract. the representative will ensure proper conduct by the work under directives and guidance of the Director or official so authorized and will be Managing Director. This will, however, not diminish in any way, the Firm/company's rest contract to the COMFED.
7. The representative will also maintain the muster roll, the wages/ payment register and other documents as provided in the Contract Labour Act. The Firm/company shall provide necessary undertaking and documentary evidence in this regard.
8. The Firm/company shall ensure that any replacement of the personnel, as required by the Managing Director, COMFED for any reason specified or otherwise, shall be effected promptly without any additional cost to the COMFED. If the Firm/company wishes to replae any of the personnel, the same shall be done with prior concurrence of the Managing Director, COMFED at Firm/company's own cost.
9. The Firm/company shall provide reasonably good uniform with Photo identity Cards to its personnel deployed at COMFED at its own cost and ensure that these cards are to be constantly displayed, maintained in good condition and their loss should be reported immediately. Entry permit for the particular Building/Block, where the personnel is actually deployed, shall be issued by the Federation. Incidentals for the respective categories of manpower shall be borne/supplied by the Firm/company at its cost.
10. The Firm/company shall ensure that the personnel deployed by it are disciplined and do not participate in any activity prejudicial to the interest of the Federation.
11. The day-today functioning of the services shall be carried out in consultation with and under direction of the Managing Director, COMFED. Proposals for efficient functioning shall be discussed, considered and implemented from time to time by the firm/company with approval of managing Director, COMFED.
12. The Firm/company shall be solely responsible for compliance to the provisions of various Labour and industrial laws, such as, wages, allowances, compensations, EPF, Bonus, Gratuity, ESI etc. relating to personnel deployed by it at COMFED or for any accident caused to them and the COMFED shall not be liable to bear any expense in this regard. The Firm/company shall make payment of wages to workers engaged by it by the stipulated date irrespective of any delay in settlement of its bill by the COMFED for whatever reason. The Firm/compliance of various Laws/ Acts, including but not limited to with the following and their re-enactments/ amendments/ modifications:

- (a) The payments wages Act. 1936
- (b) The employees Provident Fund & MP Act, 1952
- (c) The Contract Labour (Regulation) Act, 1970
- (d) The Payment of Bonus Act, 1965
- (e) The Payment of Gratuity Act, 1972
- (f) The Employees State Insurance Act, 1948
- (g) The Employment of Children Act, 1938
- (h) The Motor vehicle Act, 1988
- (i) Minimum Wages Act, 1948

13. In case of any theft or pilferages, loss or other offences, the firm/company will investigate and submit a report to the Managing Director, COMFED and maintain liaison with the police. FIR will be lodged by competent authority, wherever necessary. If need be, joint enquiry comprising of both the parties shall be conducted and responsibility fixed.

14. The Firm/company shall ensure that staff appointed by them is fully loyal-to ad assist the officers of COMFED during normal periods as well as during other emergencies for the protection of personnel and property both moveable and immoveable to the entire satisfaction of the COMFED.

15. In case of any theft or pilferages, loss or other offences, the firm/company will investigate and submit a report to the Managing Director, COMFED shall have the power to deduct appropriate amount as per his decision from the bill or from the performance Bank Guarantee submitted by the contracting firm/company to make good such loss to COMFED besides imposition of penalty. In case of frequent lapses on the part of the personnel deployed by the firm/company, Managing Director, COMFED shall within its right o terminate the contract forthwith/& take any other action with recovery or take any other action without assigning any reason whatsoever Suck penalties/ termination shall be binding on the Firm/company.

16. One day rest in a week shall be provided by firm/company to its employees in the event of any personnel being on leave/absent, the firm/company shall ensure suitable alternative arrangement to amke up for such absence. To meet such eventualities the firm/company any time are found absent from duty or slleping or found engaged in irregular activities, the Managing Director, COMFED shall deduct the requisite amount at the prorata rates from the bill of the firm/company besides imposition of penalty for non-observance of the terms of cntract.

18. The Firm/company shall arrange to maintain the daily shift-sise attendance record of the personnel deployed by it showing their arrival and departure time. The Firm/company shall submit to the Managing Director, COMFED an attested photocopy of the attendance record and enclose the same with the monthly bill.

19. The comfed shall pay the agreed amount on production of monthly bill (in duplicate) for the amount due towards services rendered during the preceding month by the 10th day of the instant month along with attendance sheet and pay register, satisfactory performance certificate duly verified and other requisites. No other charges of any kind shall be payable to the Firm/company during the Contract period except reimbursement of the statutory wages revised by Government if necessary.

The Income-tax as applicable shall be deducted from the bill unless exempted by the income-tax Department.

20. The Firm/company shall be solely liable for all payments/dues of the personnel deployed by clearly specifying the deductions on account of EPF, ESI and other statutory obligations etc. The Firm/company shall fully indemnify COMFED against all the payments, claims, and liabilities whatsoever incidental or directly arising out of or for compliance with or enforcement of the provisions of any of the labour or other laws to the extent they are applicable to establishment/work in the comfed. Any complaint towards non-payment of wages, other liabilities, statutory obligations will lead to immediate termination of contract with penalty.

23. The decision of the Managing Director, COMFED in regard to interpretation of the Terms & Conditions and the Agreement shall be final and binding on the Firm/company.

24. In case of any dispute between the Firm/company and the client Managing Director, COMFED shall have the power to decide. However all matters of jurisdiction shall be at the local courts located at Patna.

25. In case of any dispute or differences arising under the terms of this Agreement the same shall be settled by reference to Arbitration by a sole Arbitrator to be appointed by Managing Director, COMFED with consent of parties,. The provisions of Arbitration and Conciliation Act 1996 shall be applicable.

26. Any violation of instructions/ agreement or suppression of facts will attract cancellation of agreement without any reference.

27. The service provider shall disburse the wages/salaries to its staff deployed every month through ECS or by cheque and shall furnish a consolidated statement of such deposit along with his claim of reimbursement. The service provider shall ensure that all staff deployed has valid bank account and same is to be communicated to the comfed.

28. Firm/company must provide list of minimum 4 candidate per each post, from these candidates, the head of the office (wherever the service are to be provided will chose one candidate based on his assessment.

Manpower at Lean & Peak Season

Neera Season will be approximately for six months from Feb to July, so technical manpower for processing plant will be for six months only. The requirement of worker may differ from season to season during a year on also on volume of business /operaton. Hence the outsourced person will be retained on actual demand.