HSCC (India) Limited

As Executing Agency of

NATIONAL HEALTH MISSION, Jammu & Kashmir (J&K)

EPC Contract

Construction of 50 Bedded, 100 Bedded Critical Care Block (CCB) & DIPHL at various location in Jammu & Kashmir on Comprehensive Design, Engineering, Procurement and Construction (EPC) basis

Section-1
Replacement of Section -1 (Page No. 1 to 11) of GCC

Volume - I

NOTICE INVITING e- TENDER
&
PRE-QUALIFICATION

DECEMBER' 2023



Executing Agency

HSCC (INDIA) LIMITED
(A Subsidiary of NBCC (India) Limited)
(A GOVERNMENT OF INDIA ENTERPRISE)
E-6A, Sector-01, Noida-201301

Tender No. HSCC/NHM/J&K/CCB/EPC/2023/20

HSCC (India) Limited As Executing Agency of NATIONAL HEALTH MISSION, J&K

NOTICE INVITING e-TENDER

Tender No. HSCC/NHM/J&K/CCB/EPC/2023/20

HSCC (India) Limited as Executing Agency of National Health Mission, J&K invites open etender through e-tendering from eligible applicants who fulfil qualification criteria as stipulated in Vol.-I (NIT/PQ) document for the works "Construction of 50 Bedded, 100 Bedded Critical Care Block (CCB) & DIPHL at various location in Jammu & Kashmir and their Maintenance during Defect Liability Period on Comprehensive Design, Engineering, Procurement and Construction (EPC) basis". Estimated project cost: Rs. 310.10 Crores. Completion period: Overall 20 Months. Further details are available in detailed NIT and Tender Documents available 11.12.2023 **HSCC** www.hsccltd.co.in. online from on website e-tender https://hscc.enivida.com and CPP portal. Last Date of submission of Bids is 28.12.2023. Corrigendum to this publication, if any, would appear only on said websites and not be published.

CHIEF GENERAL MANGER HSCC (India) Ltd.

Dated: 11.12.2023

HSCC (India) Limited As Executing Agency of NATIONAL HEALTH MISSION, J&K

Dated: 11.12.2023

NOTICE INVITING e-TENDER (NIT)

E-mail id: cpg-group@hsccltd.co.in

HSCC (India) Limited as Executing Agency of National Health Mission, J&K invites open etender through e-tendering from eligible applicants who fulfil qualification criteria as stipulated in Vol.-I (NIT/PQ) document for the works "Construction of 50 Bedded, 100 Bedded Critical Care Block (CCB) & DIPHL at various location in Jammu & Kashmir and their Maintenance during Defect Liability Period on Comprehensive Design, Engineering, Procurement and Construction (EPC) basis" and as per schedule as under:

Tendering Document No.	HSCC/NHM/J&K/CCB/EPC/2023/20 dated 11.12.2023		
Name of the Work	Construction of 50 Bedded, 100 Bedded Critical Care Block (CCB) & DIPHL at various location in Jammu & Kashmir and their Maintenance during Defect Liability Period on Comprehensive Design, Engineering, Procurement and Construction (EPC) basis		
Brief Scope of Work	The Design, Engineering, Procurement and Construction (EPC) of RCC framed structure building including Civil works, Internal & External Electrical, PHE, HVAC & Smoke Extraction, Fire-fighting, OT, MGPS, Solar hot water system, borewell, ETP, WTP, Septic Tank & Soak Pit, wired & wireless infrastructure, DG Set, UPS, Nursing call bell system, Lightning conductor, RO water cooler, Lifts, internal water supply, sanitary installation, power plug & wiring, Telephone Conduit, Horticulture, street lighting Landscaping, signages and external development works etc. as per scope of work and their maintenance during the defect liability period of 24 months. EPC agency shall design and prepare detailed working drawings for all works like Architecture, Finishing, Structural and services design such as Electrical, Lift, Plumbing, HVAC & Smoke Extraction, Fire Fighting, MGPS, OT's, borewell, Solar hot water system, ETP, WTP, Septic Tank & Soak Pit, DG Set, UPS, Nursing call bell system, Horticulture, street lighting, landscaping, signages and external development etc. as per scope of work and tender documents including preparation of coordinated drawings for all services and make all necessary co-ordination for satisfactory execution of all works/activities in time bound manner. Develop various 3 D views and model of the buildings.		
Estimated Cost Put to Tender (ECPT) (in Rs.)	Rs. 310.10 Crores (Rupees Three Hundred Ten Crores & Ten Lakhs Only)		
Period for completion	Overall 20 (Twenty) Months as per phases mentioned in SCC. This includes completion of the following buildings/areas including all services required to make them functional as detailed below:		

	100 Bedded CCB (02 Locations) – 20 months			
	50 Bedded CCB (12 Locations) – 18 months			
	DIPHL (11 Locations) – 09 Months			
Earnest Money Deposit	Rs. 320.10 Lakhs (Rupees Three Crore Twenty Lakhs & Ten Thousand only)			
	Bank Details of HSCC (India) Ltd. are provided herewith for the purpose of preparation of Bank Guarantee only: Name of Beneficiary: HSCC (India) Limited Bank: Punjab National Bank, Sec-27, Noida Current A/C No.: 2726001800000011 IFSCode: PUNB0272600 Validity of EMD in terms of Bank Guarantee shall be minimum period of 180 (One Hundred Eighty) days from the original last day of submission of Tender i.e. valid up to 24.06.2024 (Refer ITT-Section- 2 Clause No.04)			
Non-refundable cost of Tender document	Rs. 59,000/- (Rupees Fifty-Nine Thousand only) inclusive of GST @ 18.00% in the shape of Demand Draft in favour of "HSCC (India) Limited", payable at Noida/New Delhi.			
Non-refundable cost of e-Tender processing fee	Rs. 5310/- (Rupees Five Thousand Three Hundred and Ten only) through e payment gateway to RailTel Ltd.			
Last date & time of submission of Online Tender	Up to 28.12.2023 by 15:00 hrs (IST)			
Period during which hard copy in original of EMD, Cost of Tender Document, e-tender processing fee, Letter of Acceptance of tender conditions unconditional, enlistment order of the contractor and other document as per NIT shall be submitted.	Before and Up to 15:00 hrs on 28.12.2023 at HSCC (India) Ltd., E-6(A), Sector – 1, NOIDA, (U.P.) - 201 301.			
Date & Time of Opening of Technical Tender	28.12.2023 at 16:00 hrs.			
Date & Time of Opening of Financial Tender	Shall be opened either at the Bid opening or at a subsequent date to be intimated in advance to such eligible Bidders.			
Validity of offer	180 (One Hundred Eighty) days from the original date of submission of bid i.e., till 24.06.2024 .			
Pre-Tender Meeting & Venue	18.12.2023 at 15:00 hrs. at HSCC (India) Ltd., E- 6(A), Sector – 1 NOIDA, (U.P.) - 201 301. A maximum of two representatives of prospective Bidders shall be allowed to participate on production of authority letter from the Bidder.			

The tender document can be downloaded from HSCC e-tender portal https://hscc.enivida.com and HSCC website www.hsccltd.co.in. "Corrigendum, if any, would appear only on the website and not to be published in any News Paper".

HSCC

2.0 **Minimum Eligibility Criteria:**

The interested bidders should meet the following minimum qualifying criteria:

A. Work Experience:

- i) Joint-venture / consortia of firms / companies shall not be allowed and the bidder should meet the eligibility criteria themselves individually.
- ii) (I) Should have satisfactorily completed the following works in India during Seven (7) years ending previous day of last date of submission of tenders:
 - a. Three *Similar completed works each costing not less than 40% of the estimated cost put to tender.

OR

b. Two *Similar completed works each costing not less than 60% of the estimated cost put to tender.

OR

c. One *Similar completed work costing not less than 80% of the estimated cost put to tender.

*Similar Work" shall mean Project comprising "Construction of any RCC/ composite framed structure building including finishing works, internal water supply, sanitary installations & internal electrical installations, firefighting works and HVAC works all executed under one composite agreement/work order.

NOTE:

- a) Godowns/ Warehouses/Factory sheds/Industrial building shall not be considered as eligible similar works.
- b) Mumty and Machine room shall not be considered in storey.
- c) Each Basement, Stilt constructed in the building shall be considered as a storey.

AND

(II) Additional qualifying criteria:-

The bidder should have successfully completed one work (either part of (ii)(I) above or a separate one) as mentioned below during the last 7 years ending previous day of last date of submission of tenders:

"Hospital Project of minimum capacity of 50 beds"

- iii) The past experience of similar nature of work should be in the name of the bidder and not in the name of associate company/ parent company/ group company/ subsidiary company etc. Past experience as part of a Joint Venture/Consortium/SPV (Special Purpose Vehicles) etc. shall also not be considered. Own works / work under the same management / own certification of the bidder shall not be considered for prequalification.
- iv) The past experience of similar nature of work should be supported by completion certificate(s) issued by the concerned organisation. In case the work experience is of Private sector, the completion certificate shall be supported with copies of Letter of

Award, Agreement, Bill of Quantities, Certified Copy of Bills and copies of Corresponding TDS Certificates. Value of work will be considered commensurate with the value of TDS Certificates.

v) The value of executed works shall be brought to the current level by enhancing the actual value of work done at a simple rate of 7% per annum, calculated from the date of completion to previous day of last day of submission of tenders.

vi) Foreign Certificate:

- (a) In case the work experience is for the work executed outside India, the bidders have to submit the completion/experience certificate issued by the owner duly signed & stamped, and affidavit to the correctness of the completion/experience certificates. The EPC/Contractor shall also submit the completion/experience certificates attested by the Indian Embassy/Consulate/High Commission in the respective country along with the bid.
 - In the event of submission of completion /experience certificate by the Bidder in a language other than English, the English translation of the same shall be duly authenticated by Chamber of Commerce of the respective country and attested by the Indian Embassy/consulate/High Commission in the respective country.
- (b) For the purpose of evaluation of Bidders, the conversion rate of such a currency into INR shall be the daily representative exchange rate published by the IMF as on 7(Seven) days prior to the Last Date of Submission of tender including extension(s) given if any.

In case of non-submission of above informations by bidders, the outside India work shall not be considered for prequalification.

B. Financial Strength:

- i) **Turnover:** Average annual financial turnover on construction works should be at least 50% of the estimated cost put to tender during the immediate last three consecutive financial years ending 31st March 2023. The requisite Turnover shall be duly certified by a Chartered Accountant with his Seal/ signatures and registration number.
- ii) The value of annual turnover figures shall be brought to the level of the last Financial Year FY-2022-23 by enhancing the actual turnover figures at a simple rate of 7% per annum.
- iii) The requisite Turnover shall be duly certified by a Chartered Accountant with his Seal/ signatures and registration number. Year in which no turnover is shown would also be considered for working out the average. In case a Company/Firm is less than 3 years old, then the average turnover shall be calculated taking the turnover for the year for which no data is provided as zero.
- iv) The bidders are required to upload and submit relevant pages of summarised Balance Sheet (Audited) for last three years ending 31st March 2023.
- v) The turnover of the bidder on a standalone basis only shall be considered. The turnover of parent company/group company/subsidiaries or Consolidated Turnover shall not be considered.

- vi) **Profit/loss:** The bidder should not have incurred any loss (profit after tax should be positive) in more than two years during available last five consecutive financial years ending FY-2022-23. Balance sheet (balance sheet in case of private/public limited company means its standalone financial statement and consolidated financial statement both), duly audited by the Chartered Accountant.
 - The P&L Statement of parent company/group company/subsidiaries shall not be considered.
- vii) The bidders are required to upload and submit relevant pages of summarised Profit & Loss Account (Audited) for last five years ending 31st March 2023.
- viii) Solvency Certificate: Bank Solvency Certificate issued from Nationalised or any Schedule Bank should be at least 40% of Estimated Cost of the Project put to tender (ECPT). The certificate should have been issued within 6 months from original last date of the submission of the tender.
- ix) Net Worth of the company /firm as on last day of the preceding financial year i.e., FY-2022-23, should be positive.
- 3.0 The intending tenderer must read the terms and conditions of HSCC carefully. He should only submit his tender if he considers himself eligible and he is in possession of all the documents required. Information and Instructions for Tenderers posted on Website(s) shall form part of Tender Document.
- 4.0 Those intending tenderers/contractors not registered on the website i.e., https://hscc.enivida.com mentioned above with M/s RailTel Ltd. are required to get registered beforehand. If needed they can be imparted training on online tendering process as per details available on the website i.e., https://hscc.enivida.com. The intending tenderer must have class-III digital signature to submit the tender.
- 5.0 The Tender Document as uploaded can be viewed and downloaded free of cost by anyone including intending tenderer. But the tender can only be submitted after uploading the mandatory scanned documents such as a) Demand Draft / Pay order or Banker's Cheque towards cost of tender document, b) proof of deposit of e-Tender Processing Fee, c) Demand Draft/Pay Order or Banker's Cheque / Bank Guarantee of any Nationalized or all Commercial Scheduled Bank against EMD & All other documents shall be as per Notice Inviting e-tender.

6.0 Set of Contract/Tender Documents:

The following documents will constitute set of tender documents:

- a) Notice Inviting e-Tender
- b) Quoting Sheet for Tenderer
- c) Instructions to Tenderers & General Conditions of Contract
- d) Special Conditions of Contract
- e) Design Basis Report
- f) Technical Specifications
- g) List of approved makes of materials
- h) Tender Drawings along with Schedule of Finishes
- i) Payment Schedule (Annexure-A)
- j) Memorandum Annexure-I of NIT
- k) Acceptance of Tender Conditions (Annexure-II)

- I) Integrity pact (Annexure-III) (To be signed and stamped by the contractors and scanned copy to be uploaded with the bid)
- m) Addendum/Corrigendum, if any- Duly signed by authorized person
- n) Pre-bid clarifications, if any
- 7.0 The tenderers are required to quote strictly as per terms and conditions, specifications, standards given in the tender documents and not to stipulate any deviations.

The bidders are advised to submit complete details with their bids as Technical Bid Evaluation will be done on the basis of documents uploaded on website by the bidders with the bids. The information should be submitted in the prescribed proforma. Bids with Incomplete /Ambiguous information will be rejected.

The Bank Guarantee for EMD submitted by the bidders shall be strictly in the format prescribed in GCC. In case, EMD is not found verbatim in the prescribed format, the bid will be liable for rejection.

- 8.0 The bidders are advised in their own interest to submit their bid documents well in advance from last date/time of submission of bids so as to avoid problems which the bidders may face in submission at last moment /during rush hours.
 - However, after submission of the tender the tenderer can re-submit revised tender any number of times but before last time and date of submission of tender as notified.
- 9.0 When it is desired by HSCC to submit revised financial tender then it shall be mandatory to submit revised financial tender. If not submitted, then the tender submitted earlier shall become invalid.
- 10.0 On opening date, the tenderer can login and see the tender opening process.
- 11.0 Contractor can upload documents in the form of JPG format and PDF format.
- 12.0 Contractor to upload scanned copies of all the documents including valid GST registration /EPF registration/ PAN No. as stipulated in the tender document.
- 13.0 If the contractor is found ineligible after opening of tenders, his tender shall become invalid and cost of tender document and processing fee shall not be refunded.
- 14.0 If any discrepancy is noticed between the documents as uploaded at the time of submission of tender and hard copies as submitted physically by the contractor the tender shall become invalid and cost of tender document and processing fee shall not be refunded.
- 15.0 Notwithstanding anything stated above, HSCC reserves the right to assess the capabilities and capacity of the tenderer to perform the contract, in the overall interest of HSCC. In case, tenderer's capabilities and capacities are not found satisfactory, HSCC reserves the right to reject the tender.
- 16.0 Deleted (Refer GCC)
- 17.0 The tenderer(s) if required, may submit queries, if any, through E-mail and in writing to the tender inviting authority to seek clarifications **within 7 days** from the date of uploading of Tender on website but latest by so as to reach HSCC office not less than 2 days prior to the

date of Pre-bid meeting (if to be held as per NIT). HSCC will reply only those queries which are essentially required for submission of bids. HSCC will not reply the queries which are not considered fit like replies of which can be implied /found in the NIT/ Tender Documents or which are not relevant or in contravention to NIT/Tender Documents, queries received after 7 days from the date of uploading of Tender on website, request for extension of time for opening of technical bids, etc. Technical Bids are to be opened on the scheduled dates. Requests for Extension of opening of Technical Bids will not be entertained.

The Pre-Bid meeting shall be attended by the intending bidders only and not by vendors/manufacturers. Further, the intending bidders should depute their authorized person with authorization letter in original to attend the pre-bid meeting.

- 18.0 Integrity Pact (For all contracts valuing Rs.5.00 Crores and above)
- 18.1 Integrity Pact duly signed by the tenderer shall be submitted. Any tender without signed integrity Pact shall be liable for rejection.

18.2 **Independent External Monitors**

- (i) In respect of this project, the Independent External Monitors (IEMs) would be monitoring the bidding process and execution of contract to oversee implementation and effectiveness of the Integrity Pact Program.
- (ii) The Independent External Monitor(s) (IEMs) have been appointed by HSCC in terms of Integrity Pact (IP)-Section 7, which forms part of the tenders/Contracts. The contact details of the Independent External Monitor (s) are posted on the HSCC's website i.e., www.hsccltd.co.in
- (iii) This panel is authorized to examine / consider all references made to it under this tender in terms of Integrity Pact. The Independent External Monitors (IEMs) shall review independently, the cases referred to them to assess whether and to what extent the parties concerned comply with the obligations under the Integrity Pact entered into between HSCC and Contractor.
- (iv) The Independent External Monitors (IEMs) has the right to access without restriction to all Project documentations of the Employer including that provided by the Contractor. The Contractor will also grant the Monitor, upon his request and demonstration of a valid interest, unrestricted and unconditional access to his Project Documentations. The same is applicable to Subcontractors. The Monitor is under contractual obligation to treat the information and documents of the Bidder / Contractor / Sub-Contractors etc. with confidentiality.

19.0 List of Documents to be scanned, uploaded and also submitted in hard copy within the period of tender submission:

- a) Original Demand Draft/Pay Order or Banker's Cheque/ Bank Guarantee of any Nationalized or all Commercial Scheduled Bank against EMD. Validity of EMD in terms of Bank Guarantee shall be minimum period of 180 (One Hundred Eighty) days from the original last day of submission of Tender i.e., valid up to 24.06.2024.
- b) Original Demand Draft/Pay Order or Banker's Cheque of any Scheduled Bank towards cost of Tender Document.
- c) Unconditional Letter of Acceptance of Tender Conditions (in original) (Annexure-II of SCC) (On Letter Head of the Applicant/ Bidder).

- d) Affidavit duly notarized by Notary Public on Non-Judicial Stamp Paper of Rs. 100 for correctness of Documents /Information (in original) (as per Form-H of GCC).
- e) Integrity Pact and Agreement (Annexure-III) (for all contracts valuing Rs. 5.00 Crores & above) duly signed by the person authorized to sign the bid on behalf of the bidder. The bidders are requested to download the Integrity Pact as uploaded in the tender documents, and sign on the same, put rubber stamp/seal and upload the signed copy on e-tendering websites. Any Tender without signed Integrity pact shall be liable for rejection.
- f) Memorandum Annexure-I of NIT.
- g) Details of Work Experience Certificates FORM-A
- h) Details of Similar Works FORM-B
- Details of Additional qualifying criteria (Hospital Project Work) FORM-B-I
- j) Financial Details- FORM-C
- k) TDS Details of Projects- FORM-D
- 1) Self-certified copy of Bank Solvency Certificate- FORM-E
- m) Documents regarding Net Worth of the Company Firm.
- n) Power of Attorney of the person authorised for signing/submitting the tender (as per Annexure IV)
- o) E-payment Transaction details towards cost of processing fees.
- p) Valid GST registration/ EPF registration/ PAN NO.
- q) All pages of the entire Corrigendum (if any) duly signed by the authorized person.
- r) Pre-bid clarifications, if any.
- s) General Information Form-F
- t) Work Experience Certificates consisting of details as mentioned in Form-G
- u) Registration Details of the contractor in the GST Act- Form-I.
- v) Litigation History Form-N
- w) Pre-bid clarifications & All Addendum/Corrigendum, if any Duly signed by authorized person.

NOTE: All the uploaded documents should be in readable, printable and legible form failing which the Bids shall not be considered for evaluation.

* The document submitted in hard copy should be indexed and duly page numbered.

The bidders shall require to submit online "Integrity Pact and Agreement"- duly signed by the person authorized to sign the bid on behalf of the bidder. **Any Tender without signed Integrity pact shall be liable for rejection.**

- 20.0 (a) No Clarification will be sought in case of non-submission of Cost of tender document **or** EMD of requisite amount **or** Unconditional letter of acceptance **or** Affidavit for correctness of document/information. In such cases the bid shall be rejected out rightly without seeking any further clarification/document.
 - (b) All the uploaded and submitted documents shall be considered as duly signed by contractor/ authorized representative.

- 21.0 HSCC reserves the right to reject any or all tenders or cancel/withdraw the invitation for bid without assigning any reasons whatsoever thereof. HSCC does not bind itself to accept lowest tender. The HSCC reserves the right to award the work to a single party or to split the work amongst two or more parties as deemed necessary without assigning any reason thereof. The contractor is bound to accept the portion of work as offered by HSCC after split up at the quoted/ negotiated rates. No claim of the contractor whatsoever shall be entertained by HSCC on this account.
- 22.0 Canvassing in connection with the tender is strictly prohibited, and such canvassed tenders submitted by the contractor will be liable to be rejected and his earnest money shall be absolutely forfeited.
- 23.0 In case of any query, please contact CGM, HSCC during the Office hours & Further, any correspondence / clarifications these Email Id's: cpghscc@gmail.com & cpg-group@hsccltd.co.in can be used.

The completion certificates of the works, which will be submitted by the bidders with their bids are also verified form their respective clients by these HSCC - CPG Email Id's: cpghscc@gmail.com / cpg-group@hsccltd.co.in

Chief General Manager HSCC (India) Limited

Annexure-I

MEMORANDUM

SI. No.	Description	Cl. No. of NIT/ITT/ Clauses of Contract (CC)	Values/Description to be Applicable for Relevant Clause(s)
1)	Name of Work		Construction of 50 Bedded, 100 Bedded Critical Care Block (CCB) & DIPHL at various location in Jammu & Kashmir and their Maintenance during Defect Liability Period on Comprehensive Design, Engineering, Procurement and Construction (EPC) basis.
2)	Client/Owner		Mission Director, NHM, J&K through State Nodal officer, NHM, J&K
3)	Type of Tender		Design & Engineering, Procurement Construction (EPC Contract)
4)	Earnest Money Deposit	NIT	Rs. 320.10 Lakhs (Rupees Three Crore Twenty Lakhs & Ten Thousand only)
5)	Estimated Cost Put to Tender	NIT	Rs. 310.10 Crores (Rupees Three Hundred Ten Crores & Ten Lakhs Only)
6)	Time allowed for Completion of Work	NIT	Overall 20 (Twenty) Months as per phases mentioned in SCC. This includes completion of the following buildings/areas including all services required to make them functional as detailed below: 100 Bedded CCB (02 Locations) – 20 months 50 Bedded CCB (12 Locations) – 18 months DIPHL (11 Locations) – 09 Months
7)	Mobilization Advance	CC / 4.0	10.00% (Ten Percent) of Contract Value.
8)	Interest Rate of Mobilization Advance	CC / 4.0	Simple Interest Rate of 10.00% (Ten Percent only) Per Annum
9)	Schedule of Rates applicable		Not Applicable
10)	Validity of Tender	ITT / 8.0	180 (One Hundred Eighty) days from the last day of submission of Tender i.e., till 24.06.2024

SI. No.	Description	Cl. No. of NIT/ITT/ Clauses of Contract (CC)	Values/Description to be Applicable for Relevant Clause(s)
11)	Performance Guarantee	CC / 2.0	5.00 % (Five Percent Only) of contract value within 15 days from the issue of Letter of Award
12)	Security Deposit / Retention Money	CC/3.0	2.50 % (Two point Five Percent Only) of the gross value of each running /final bill.
13)	Time allowed for starting the work	ITT/14.0	The date of start of contract shall be reckoned from 10 days after the date of issue of letter of Award/handing over of the site.
14)	Deviation limit beyond which clause 6.2 & 6.3 shall apply for all works except foundation.	CC / 6.0	Not Applicable
15)	Deviation limit beyond which clause 6.2 & 6.3 shall apply for foundation work	CC / 6.0	Not Applicable
16)	Escalations	CC /10.0	Not Applicable.
17)	Recovery rate of work Force supplied by HSCC to Contractor	<u>CC/71</u>	Not Applicable
18)	Defect Liability Period	CC/38.0	24 months from the date of taking over the works by the Client.
19)	ENGINEER-IN-CHARGE		General Manager (Projects) or any other officer of higher rank nominated by competent authority of HSCC (India) Limited.
20)	CONCILIATOR		One rank higher to ENGINEER-IN-CHARGE

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