GOVERNMENT OF MAHARASHTRA

MEDICAL EDUCATION AND RESEARCH

EPC Contract

Construction of 600 Bedded General Hospital, 250 Bedded Cancer Hospital & 250 Bedded Super Specialty Hospital at Rajarshee Chattrapati Shahu Maharaj Government Medical College at Kolhapur, Maharashtra 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

JUNE' 2024



Executing Agency
HSCC (INDIA) LIMITED

(A GOVERNMENT OF INDIA ENTERPRISE) E-6A, Sector-01, Noida-201301

Tender No. HSCC/RCSMGMC/KOLHAPUR/EPC/2024/44

GOVERNMENT OF MAHARASHTRA

MEDICAL EDUCATION AND RESEARCH

NOTICE INVITING e-TENDER

Tender No. HSCC/RCSMGMC/KOLHAPUR/EPC/2024/44

HSCC (India) Limited on behalf of Director, Medical Education and Research Mumbai, Government of Maharashtra re-invite open e-tender from eligible applicants who fulfill qualification criteria as stipulated in Vol.-I (NIT/PQ) document for the works "Construction of 600 Bedded General Hospital, 250 Bedded Cancer Hospital & 250 Bedded Super Specialty Hospital at Rajarshee Chattrapati Shahu Maharaj Government Medical College at Kolhapur, Maharashtra on Comprehensive Design, Engineering, Procurement and Construction (EPC) basis". Estimated project cost: Rs 690.0 Crores. Completion period: 24 months.

Further details are available in detailed NIT and Tender Documents available online on HSCC e-tender portal https://hscc.enivida.com, HSCC website www.hsccltd.co.in and CPP portal. Last Date of submission of Bids is 02/07/2024 Corrigendum to this publication, if any, would appear only on said websites and not be published

General Manger (Engg.) HSCC (India) Ltd.

Dated: 10/06/2024

GOVERNMENT OF MAHARASHTRA

MEDICAL EDUCATION AND RESEARCH

Dated: 10/06/2024

NOTICE INVITING e-TENDER (NIT)

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

HSCC (India) Limited on behalf of Director, Medical Education and Research Mumbai, Government of Maharashtra re-invite open e-tender through e-tendering from eligible applicants who fulfil qualification criteria as stipulated in Vol.-I (NIT/PQ) document for the works "Construction of 600 Bedded General Hospital, 250 Bedded Cancer Hospital & 250 Bedded Super Specialty Hospital at Rajarshee Chattrapati Shahu Maharaj Government Medical College at Kolhapur, Maharashtra on Comprehensive Design, Engineering, Procurement and Construction (EPC) basis" and as per schedule as under:

Tendering Document No.	HSCC/RCSMGMC/KOLHAPUR/EPC/2024/44 dated 10/06/2024
Name of the Work	Construction of 600 Bedded General Hospital, 250 Bedded Cancer Hospital & 250 Bedded Super Specialty Hospital at Rajarshee Chattrapati Shahu Maharaj Government Medical College at Kolhapur, Maharashtra on Comprehensive Design, Engineering, Procurement and Construction (EPC) basis
Brief Scope of Work	The Design, Engineering, Procurement and Construction (EPC) basis (EPC) of RCC framed structure building including Civil works, Internal & External Electrical, PHE, Fire-fighting, STP, ETP, HVAC, IT, OT, CSSD, Kitchen, Mortuary, Laundry MGMS, PTS, BMWS, Solar hot water system, borewell, tactile tile flooring, wall guard, Horticulture, Landscaping, furniture, signages and external development works etc. as per scope of work and operation and maintenance during the defect liability period of 60 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, Fire Fighting, Information Technology, BMWS, CSSD, MGMS, Laundry, Modular OT, tactile tile flooring, wall guard, borewell, IT, Solar hot water system, STP, ETP, WTP, UGT, Horticulture, landscaping, furniture, signages, Substation, DG Set 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. 690.00 Crores (Rupees Six Hundred & Ninety Crores Only)
Period for completion	Overall, 24 Calendar Months (Twenty-Four Calendar Months).

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Do 7 00 Crosso (Burnoss Sover Crosso only)		
Rs. 7.00 Crores (Rupees Seven Crores 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 IFSC Code: PUNB0272600		
Validity of EMD in terms of Bank Guarantee shall be minimum period of 180 (One Hundred Eighty) days from the last day of submission of Bid/ Tender		
Rs. 1,18,000/- (Rupees One Lakh & Eighteen Thousand only) inclusive of GST @ 18.00% in the shape of Demand Draft in favour of "HSCC (India) Limited", payable at Noida/New Delhi.		
Rs. 5310/- (Rupees Five Thousand Three Hundred and Ten only) through e payment gateway to RailTel Ltd.		
Up to 02/07/2024 by 15:00 hrs (IST)		
Before and Up to 15:00 hrs on 02/07/2024 at HSCC (India) Ltd., E- 6(A), Sector – 1, NOIDA, (U.P.) - 201 301.		
02/07/2024 at 16:00 hrs.		
Shall be opened either at the Bid opening or at a subsequent date to be intimated in advance to such eligible Bidders.		
180 (One Hundred Eighty) days from the last date of submission of bid/ tender.		
18/06/2024 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 website https://hscc.enivida.com and www.hsccltd.co.in. "Corrigendum, if any, would appear only on the website and not to be published in any News Paper".

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 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 "Construction of Non-Industrial and Non-Residential multistoried RCC framed structure having minimum Five Storeys including finishing works, water supply, drainage & sanitary installations, electrical works, Firefighting, LV works, Lifts and HVAC all executed under one agreement for any state Govt./ central Govt./ Governmental Authority/ Government Entity/ Govt. Autonomous Bodies". Airports, Metro Infrastructure & Power Projects shall not be considered.

NOTE:

- a) Mumty and Machine room shall not be counted as a storey.
- b) 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:

"RCC framed structure Hospital building/ Composite Hospital Campus and allied services of Minimum 600 bed capacity with internal and external services including HVAC, Firefighting, STP etc. all composite executed under one contract on EPC mode/ turnkey basis for any state Govt./ central Govt./ Governmental Authority/ Government Entity/ Govt. Autonomous Bodies".

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 https://hscc.enivida.com mentioned above with M/s RailTel 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 on the e-tender website after having digital signature by the bidder and after uploading all the requisite scanned documents.

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 (ITT) & General Conditions of Contract (GCC)
- d) Specific Conditions of Contract (SCC)
- 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
- 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 and Design Basis Report & scope of works given in the tender documents and not to stipulate any deviations. 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 Contractor can upload documents in the form of PDF format.
- 11.0 Contractor is required to upload scanned copies of all the documents including valid GST registration certificate /EPF registration certificate/ ESIC registration certificate, PAN No. as stipulated in the tender document.
- 12.0 If the contractor is found ineligible after opening of tenders, or his tender is found invalid, cost of tender document and processing fee shall not be refunded.
- 13.0 Notwithstanding anything stated above, HSCC reserves the right to assess the capabilities and capacity of the tenderer to perform the contract, in public interest and 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 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 **3 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.

17.0 Integrity Pact (For all contracts valuing Rs.5.00 Crores and above)

17.1 Integrity Pact duly signed by the tenderer shall be submitted. Any tender without uploading pre-signed integrity Pact shall be liable for rejection.

17.2 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 website link http://hsccltd.co.in/images/pdf/IntegrityPact.pdf
- (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 and uploaded on the e-tender website 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 last day of submission of Tender/bid.
- 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
- i) Details of Additional qualifying criteria (Hospital Project Work) FORM-B-I
- j) Financial Details- FORM-C
- k) TDS Details of Projects- FORM-D
- 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/ ESIC registration certificate/ 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:

- 1. The documents at sl. Nos. **a**, **b**, **c** and **d** (i.e. Cost of tender document, Demand Draft / Banker's Cheque/ Pay Order or Bank Guarantee against EMD as per NIT, Unconditional letter of acceptance duly signed on letter head, Notarized Affidavit for correctness of document/information) are required to be submitted in original in hard copy also within the period of tender submission. **All other documents are not required to be submitted in hard copy.**
- 2. The document submitted uploaded on the website by the bidders with the bids should be indexed and duly page numbered also.
- All the uploaded documents should be in readable, printable and legible form failing which the Bids shall not be considered for evaluation and are also liable for rejection.
- 4. In case of non-submission of Cost of tender document and/or Demand Draft / Banker's Cheque/ Pay Order or Bank Guarantee against EMD, the bid shall be rejected summarily without seeking any further clarification.
- 5. Unconditional letter of acceptance duly signed on letter head, Notarized Affidavit for correctness of document/information are mandatory documents and are needed to be checked carefully for its correctness before submission of tender. The bid shall be rejected outrightly in case of its non-submission, without seeking any further clarification/document. No claim of the bidder whatsoever shall be entertained by HSCC in this regard.
- 6. The bidders are advised to upload complete details with their bids as **Technical Bid Evaluation** will be done on the basis of documents uploaded on the website (HSCC e-

tender portal) by the bidders with the bids. Please note no fresh document other than in the form of clarification/revision in respect of an already-submitted document shall be accepted after last date of submission of bids.

- 7. The information should be submitted in the prescribed performa. Bids with Incomplete/Ambiguous information are liable to be rejected.
- 8. Bank Guarantee for EMD submitted by the bidders shall be strictly in the format prescribed in GCC/NIT. In case, Bank Guarantee for EMD is not found to be a verbatim copy of the prescribed format, the bid will be liable for rejection.
- 20.0 All the uploaded 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 General Manager (Engg.), 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

General Manager (Engg.) 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 600 Bedded General Hospital, 250 Bedded Cancer Hospital & 250 Bedded Super Specialty Hospital at Rajarshee Chattrapati Shahu Maharaj Government Medical College at Kolhapur, Maharashtra on Comprehensive Design, Engineering, Procurement and Construction (EPC) basis
2)	Client/Owner		Medical Education and Drugs Department, Government of Maharashtra
3)	Type of Tender		Design & Engineering, Procurement Construction (EPC Contract)
4)	Earnest Money Deposit	NIT	Rs. 7.00 Crores (Rupees Seven Crores only)
5)	Estimated Cost Put to Tender	NIT	Rs. 690.00 Crores (Rupees Six Hundred & Ninety Crores Only)
6)	Time allowed for Completion of Work	NIT	Overall, 24 Calendar Months (Twenty-Four Calendar 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 bid/ Tender
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.

SI. No.	Description	Cl. No. of NIT/ITT/ Clauses of Contract (CC)	Values/Description to be Applicable for Relevant Clause(s)
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	60 months from the date of taking over the works by the HSCC or clients whichever is later.
19)	GREEN BUILDING RATING		Platinum Rated Green Building Certification
20)	ENGINEER-IN-CHARGE		General Manager or any other officer of higher rank nominated by Director (Engineering), HSCC (India) Limited.
21)	CONCILIATOR		One rank higher to ENGINEER-IN-CHARGE

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