

QUALIFICATION & EXPERIENCE REQUIREMENTS OF MANPOWER TO BE DEPLOYED AT SITE

[ANNEXURE - VIII TO SPECIAL CONDITIONS OF CONTRACT]

CATEGORY	QUALIFICATION & EXPERIENCE REQUIRED			
Resident Construction Manager/ Resident Engineer/Site- In-Charge	Degree or Diploma in Engineering with minimum following relevant experience in construction:			
	Contract value (Rs) →	< 5 Cr. works	5-20 Cr. works	> 20 Cr. works
	Degree holders	5 yrs	10 yrs	15 yrs
	Diploma holders	8 yrs	13 yrs	20 yrs
Lead Discipline Engineer (Mechanical, Civil, Electrical, Instrumentation)	Degree or Diploma in relevant Engineering discipline with following minimum experience in Construction:			
	Contract value (Rs) →	≤ 20 Cr. works	> 20 Cr. works	
	Degree holders	5 yrs	10 yrs	
	Diploma holders	8 yrs	13 yrs	
Lead Welding/ NDT Engineer	Degree or Diploma in Mechanical Engineering/ Metallurgy with the following experience in Welding & NDT (Non Destructive Testing) plus Level-II in RT (Radiographic Testing) (refer Note 1 also):			
	Contract value (Rs) →	≤ 20 Cr. Works	> 20 Cr. Works	
	Degree holders	5 yrs	10 yrs	
	Diploma holders	8 yrs	13 yrs	
Lead QA/QC Engineer	Degree in Engineering with following experience (refer Note 2 also):			
	Contract value (Rs) →	≤20 Cr. Works	> 20 Cr. Works	
	Experience	5 yrs of construction experience of which 2 years should be as QA Manager	10 yrs of construction experience of which 3 years should be as QA Manager	
Lead Planning Engineer	Degree in Engineering with following experience in Planning & Scheduling:			
	Contract value (Rs) →	≤ 20 Cr. works	> 20 Cr. works	
	Experience	5 yrs.	10 yrs.	
Safety Officer	As per clause 3.1.4 of EIL standard specification for HSE Management at construction sites (No. xxxx-/6-82-0001) enclosed elsewhere in the bid			
Warehouse- In- Charge/ Materials Manager	Diploma in Engineering or Diploma in Materials Management or Graduate in any stream with min. following experience in Warehousing/ Stores Management:			
	Contract value (Rs) →	≤ 20 Cr. works	> 20 Cr. works	
	Experience	5 yrs.	10 yrs.	
Quantity Surveyor	Degree or Diploma in Engineering with minimum following experience in quantity estimation, field measurement, rate analysis, bill preparation etc. in Construction field:			
	Contract value (Rs) →	≤ 20 Cr. works	> 20 Cr. works	
	Degree holders	2 yrs.	5 yrs.	
	Diploma holders	5 yrs.	10 yrs.	
Discipline Engineer	Degree in relevant Engineering Discipline with minimum 2 years of experience in construction or Diploma in relevant Engineering Discipline with minimum 4 years of experience in Construction.			

Notes: (for Table on previous page)

1. For Mechanical, Composite, EPC or EPCC Contracts of value more than Rupees 20 crores, the Lead Welding/NDT Engineers shall also possess Certified Welding Inspector qualification from American Welding Society or CSWIP3.1 Welding Inspector qualification from The Welding Institute, UK.
2. For Mechanical, Composite, EPC or EPCC Contracts of value more than Rupees 20 crores, the Lead QA/QC Engineer shall also be a qualified internal auditor for ISO 9001.
3. CVs of key construction personnel proposed to be deployed shall be submitted to Owner/Engineer-in-Charge prior to their mobilization at site. The mobilization of key personnel shall be done at site subject to prior approval of their CVs by Owner/Engineer-in-Charge.

PENALTY FOR NON - MOBILIZATION OF KEY CONSTRUCTION PERSONNEL

I) Penalty for non-mobilization per day per person after the contractual mobilization period unless agreed otherwise by the Engineer-in-Charge:

- Rs. 5000/- for Resident Construction Manager/ Resident Engineer/ Site -in-Charge;
- Rs. 3000/- for Lead QA/QC Engineer, Lead Planning Engineer, Lead Safety Officer and Warehouse In-charge

II) Penalty for non-mobilization per day per person after completion of the mobilization period agreed during the Kick off Meeting:

- Rs. 3000/- for Lead Discipline Engineer, Lead Welding/ NDT Engineer and the Quantity Surveyor

Notes: (for Penalty clauses)

- a) All intervening off days (Sundays etc.) and holidays will be counted for levy of penalty
- b) Mobilized personnel shall not be demobilized till contractual completion or based on consent of Engineer-in-Charge else penalties as above shall be applied.
- c) Total of above penalties shall not exceed 3% of the contract value.
- d) The above penalties are over & above all other contractual provisions for late mobilization of resources.