



KARNATAKA POWER TRANSMISSION CORPORATION LIMITED

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Office of the
Chief Engineer, Electricity,
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Kaveri Bhavan, 'A' Block,
P.B. No. 9990,
BANGALORE - 560 009.

No. CEE(T&P)/SEE/EE(P)/AEEP-3/2007-08/

Date:

- 6 DEC 2007

TENDER NOTIFICATION

KPTCL invites Competitive Bids against this office Enquiry No. KPTCL/CEE (T&P)/221/2007-08 for **Work Load and Manpower study in KPTCL/ESCOMS by Expert Agency.**

The following qualifying requirement, terms and conditions are proposed for the Tender:

I) Qualifying Requirement:

The Agency should be dealing with Manpower planning and Personnel Management for more than 5 years and should have done similar work preferably in power utilities.

II) Period for completion of Assignment: The Agency should complete the assignment, that is, submit the Report individually for KPTCL/each(Five) ESCOMs within 6 months from the date of Work Award.

III) Scope of Tender (Terms of Reference): The Agency should study and report on the following parameters:

- a) To define the jobs of each category.
- b) To standardize the nomenclatures.
- c) To fix up proper workload under computerized system for each category.
- d) To re-examine and prescribe the qualification for each type of job.
- e) To prescribe the number of Manpower required under the present scenario due to introduction of automation and computerization working system in the respective areas.
- f) To suggest new concept and modern techniques that can be adopted or replaced with the existing system for improved services at lesser time.
- g) To examine and suggest parameters for promoting the employees under recruitment and promotion Regulations.



- h) To study and recommend changes to the existing setup of technical/accounts and administrative area (both in KPTCL and ESCOMs) to improve the efficiency and professional competence.
- i) To examine the possibilities of redeployment or interchange of work.
- j) To examine and suggest to reduce the duplication of transactions and also any further decentralization of powers, if needed.
- k) To study and recommend for development of M.I.S. and to suggest any further scope to extend computerization/ automation to improve the quality of work.
- l) To study the working pattern of revenue Sub Division/Section office activities and any changes in staff pattern in the changed scenario including Audit and Accounting function if felt necessary in providing quality service to the consumers (Under ESCOMs).
- m) To study the existing organization structure from CEE's to EE's AEE's, SOs with their delegation of powers and suggestions for its improvement or changes.
- n) To study the existing/outsourcing activities availing agency services in some of the areas of KPTCL/ESCOMs.
- o) To consider such other matters incidental to the above terms of reference.

IV) Earnest Money Deposit:

Earnest Money Deposit of Rs. 1,00,000/- shall accompany the bid as part of the bid. EMD shall be in the form of Demand Draft payable to the Chief Engineer, Electy., T&P, Kaveri Bhavan, Bangalore

V) Type of Tender:

The Tender will be Two Cover System. - One cover containing documentary proof of qualifying requirement, technical details and EMD, second cover containing the price quotation.

VI) Schedule of Events:

Sl. No.	Schedule of events	
1.	Last date for submission of bids	09-01-2008 13.00 Hrs.
2.	Date of opening of Technical bids	09-01-2008 16.00 Hrs

M. Sharan
**Chief Engineer, Electricity,
Tendering & Procurement.**