



An India-Russia Joint Venture

BrahMos Aerospace

Uttar Pradesh Defence Corridor,
1, Bhatgoan, Sarojini Nagar
Lucknow, Uttar Pradesh- 226401
E-mail: mmlucknow@brahmos.com

Ref: RFQ/MM/108/2025-26

Date: 24th Nov 2025

REQUEST FOR QUOTATION (RFQ)

SUB: TECHNO-COMMERCIAL BID AND PRICE BID FOR PROVISION OF TRAINED PERSONNEL FOR FIRE FIGHTING SERVICES COVERAGE AT BAPL, LUCKNOW

Sir,

1. BrahMos Aerospace Private Limited, Lucknow, hereinafter referred to as **Buyer**, invites sealed Quotations/Tenders from experienced Suppliers (**Strictly GST registered only**) for supply of Trained Personnel for Fire Fighting Services Coverage at BAPL plant at Bhatgaon, Uttar Pradesh Defence Corridor, Lucknow - 226401.
2. We are inviting you to submit an RFQ for the details given below. Broad criteria for qualifications of bidders should be in the following terms.
3. Scope of Supply and other General Terms and Conditions as per Annexure-1.
4. Vendor Acceptance Criteria and Payment Terms as per Annexure-2.
5. Physical Fitness Parameters as per Annexure-3.
6. The Supplier shall attach the bank details in Annexure-4.
7. The Supplier shall only fill the Point No. 11 in the attached Table of Annexure-5 as the Price Bid and mentioned % charged against Service Charges. Cost Break-Up remains same for all other points, mentioned as per the Latest Minimum Wages recommended by Central Govt. rules and regulations. Also give the total financial implications for 12 months.
8. The Bidder shall submit the quotation in Two Parts (i.e. Techno Commercial Bid & Price Bid in two Separate Sealed Envelopes) to The Project Director (BrahMos, Lucknow), [Attn: Head (MM)]". BrahMos Aerospace Private Limited, Uttar Pradesh Defence Corridor, 1, Bhatgoan, Sarojini Nagar Lucknow, Uttar Pradesh- 226005 duly super scribing the envelope with 'Techno Commercial Bid' / " Price Bid" for provision of Trained Personnel for Fire Fighting Services Coverage - **RFQ No: 108** on or before **18th Dec 2025, 1500 Hrs** by Speed Post/ Hand Delivery. E-mail quotes shall not be entertained & rejected.
9. The receipt of the RFQ may please be acknowledged.

Thanking You.

FOR BrahMos Aerospace Private Limited



Rajaram P K
DGM (MM)

Regd. Office: 16, Cariappa Marg,
Kirby Place, Delhi Cantt-110 010, INDIA
Ph: 91-11-33123000, Fax: 91-11- 2568 4827,

Email: mmlucknow@brahmos.com
Website: www.brahmos.com

TAN No: LKNB12908A
GSTIN: 09AABCR8269E123



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GENERAL INFORMATION FOR THE BIDDERS

(The terms & conditions will be amended or additional terms & conditions, if required, will be included in the RFP as decided by the competent authority)

PRE-BID CLARIFICATION:

(i) Prior to preparation of the Techno-Commercial Bid, clarifications regarding the technical terms & conditions be obtained from **Mr. Buddhmitra Shahare, DGM (Admin), +91-8208713490, BrahMos Aerospace, Lucknow Email: bshahare@brahmos.com** within 07 working days from the date of ERP.

(ii) Prior to preparation of the Techno-Commercial Bid, clarifications regarding the commercial terms & conditions be obtained from **Mr. Rajaram P.K., DGM (MM), +91-9177596595, BrahMos Aerospace, Lucknow Email: rajaram@brahmos.com** within 07 working days from the date of ERP.

SITE VISIT: The bidders are advised to visit (with prior appointment) and examine the site of works and their surrounding and obtain for himself and on his own responsibility all information that may be necessary for preparation of the bid and entering into contract. The costs of visiting the site shall be at bidders' own expenses. No extra claim on account of non-familiarity of site conditions shall be entertained during execution of work.

NON-DISCLOSURE: The Bidding documents, including this RFP and all attached documents provided by Buyer, are and shall remain or become the property of Buyer. These are transmitted to the Bidders solely for the purpose of preparation and the submission of a proposal in accordance herewith. Bidders are to treat all information as strictly confidential and shall not use it for any purpose other than for preparation and submission of their proposal. The provisions of this Para shall also apply mutatis mutandis to Bids and all other documents submitted by the Bidders, and Buyer will not return to the Bidders any proposal, document or any information provided along therewith (except unopened Commercial Bid as relevant). Information relating to the examination, clarification, evaluation and recommendation for the Bidders shall not be disclosed to any person who is not officially concerned with the process, or concerning the Bidding Process. Buyer will treat all information, submitted as part of the Bid, in confidence and will require all those who have access to such material to treat the same in confidence. Buyer may not divulge any such information unless it is directed to do so by any statutory entity that has the power under law to require its disclosure or is to enforce or assert any right or privilege of the statutory entity and/ or Buyer or as may be required by law or in connection with any legal process.

CONFIDENTIALITY OF INFORMATION: No party shall disclose any information to any 'Third Party' concerning the matters under this RFP generally. In particular, any information identified as 'Proprietary' in nature by the disclosing party shall be kept strictly confidential by the receiving party and shall not be disclosed to any third party without the prior written consent of the original disclosing party. This clause shall apply to the sub-contractors, consultants, advisors or the employees engaged by a party with equal force

UNDERTAKING BY BIDDERS: The Bidder will submit an undertaking that they are currently not banned/ debarred/ suspended/ blacklisted from doing business dealings with Govt. of India/ any other government organisations and that there is no investigation going on by MoD against them.



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TAN No: LKNB12908A
GSTIN: 09AABCR8269E1Z3

**TERMS & CONDITIONS FOR PROVISION OF TRAINED PERSONNEL FOR FIRE FIGHTING
SERVICES COVERAGE AT BAPL, LUCKNOW**

SCOPE OF WORK

1. Scope of Work

Provision of trained Fire Supervisor (FS), Fire Men (FM) & Fire Engine Drivers (FED) for providing round the clock (24X7) fire service covers at BAPL, Lucknow on all Working Days / Saturdays / Sundays / Holidays to ensure over all Fire Fighting Cover to the Complex as follows: -

- (a) Manning the fire station and maintaining the available equipment in operational state round the clock.
- (b) Regular upkeep of all firefighting equipment, fire tender and fire hydrants provided by the company, keeping them operational at all times.
- (c) Routine operation and road run of fire tender regularly.
- (d) Provide fire cover at all buildings, storage areas including open spaces within the company premises including Guest Houses/transit facility and as directed by Company management.
- (e) Daily check of fire vehicle, cleaning, oil and fuel check, coolant level, tyre pressure check, etc. for road worthiness including maintaining the log book.
- (f) Attend to all fire calls and keep the management informed of any fire incident.
- (g) Carryout regular fire drills operating the fire pump and other essential equipment required during firefighting.
- (h) Ensure implementation of proper fire safety measures.
- (i) Depute the replacement of manpower with equivalent qualified grade in case of leave / any absence.
- (j) Police verification is mandatory before deploying the staff on site.
- (k) Only medically fit firemen are to be deployed, having obtained medical fitness certificate from registered medical practitioners. The medical certificates should not be over one year old at any given point of deployment.
- (l) Maintenance of fire extinguishers available at site and regular check for pressure and refilling and painting. Consumables required will be provided by BAPL.
- (m) Wet Riser Systems / Hydrant mains shall be tested once a fortnight for its satisfactory operation.
- (n) All Hose Boxes/Hose Stations shall be inspected externally once a Week to ensure that equipment installed therein is intact. Fire Protection Hoses shall not be utilized for any other purposes.
- (o) Maintenance of all Fire Fighting Eqpt, Fire Tenders & Static Tanks.
- (p) Provide Fire cover at Test Beds / Test facilities as and when asked for.
- (q) Attend to all Fire calls.
- (r) Provide Fire cover to various buildings and storage area at site.
- (s) Shall possess essential Technical skills and Carry out regular training and Practice of fire drills.

- (t) The Contractor should execute the specified work in three shifts (24 hours x 7 per Day week).
 - (u) Receive orders / directions from the Director/authorised representative/Contract Manager for day to day performance of job and ensure implementation of proper Fire Safety Measures.
 - (v) The Contractor should execute the job meeting the general terms and conditions as referred in T&C.
 - (w) In addition to the specified jobs, Director / Management can assign any other tasks which are related to the job/organisation and should be executed by the contractor.
2. Fire Service Agency is required to provide 18 Fire Fighting Personnel in different grades as mentioned below.
- a) Fire Supervisors - 04 No's (Highly Skilled Category)
 - b) Fire Engine Drivers - 04 No's (Highly Skilled Category)
 - c) Fire Men - 10 No's (Skilled Category)

18 No's

TERMS AND CONDITIONS

1. The contract shall be valid for 1 year, contractor shall quote the price bid for 1 year.
2. The Fire Supervisors, Fire Engine Drivers, Fire Men's shall be capable of operation operating fire tender vehicles of water and foam types and carry out fire tender vehicle pump drills, Ladder drills, knowledge in hydrant system operation, fire rescue job, portable fire pump operation, and maintenance of firefighting equipment's. The vendor should cater for training of all firefighting personnel on mock firefighting once in every three months.
3. The Contractor must pay their employees not less than Latest Minimum Wages recommended by Central Government as per the F.No. 1/6(3)/2025-LS-II dated 28.03.2025 Government of India Ministry of Labour & Employment Office of the Chief Labour Commissioner(C), New Delhi and Employment for (Fire Supervisors, Fire Engine Drivers Highly Skilled Category and Fire Men Skilled Category only).
4. The vendor Agency shall also be responsible to provide statuaries as recommended in the applicable Act as given below: -
 - (i) Employees Provident Fund as applicable
 - (ii) ESI Contribution & Health Insurance as per Breakup
5. A maximum of 10% of the order value shall be levied in addition to non-payment for the period.
6. The preferred age for Fire man and Fire Engine Drivers are 21 years to 35 years. The preferred ages for Fire Supervisors are 30 years to 40 years.
7. The personnel to be employed should have following Minimum Qualifications.

(a) For Fire Supervisor (Highly Skilled Category) - 04 No's

- I. The candidates should be 10+2 Standard pass.



- II. He should have a relevant experience in industrial Fire Services / City Fire Services / Public sector units / Armed Forces.
 - III. Must be able to perform Fire Station drills and duties.
 - IV. Individual entrusted with the duties of Supervisor must be capable of Organizing unit / Establishment Fire Brigade and maintaining it at the highest level of efficiency.
 - V. The candidate must have passed course in Fire Fighting (12 weeks duration) conducted by CFEES (or) Diploma in Fire and safety engineering course (6 months/1-year duration) from any recognized Institute of State/Central Government.
 - VI. He must be physically fit and capable of performing strenuous duties and pass the physical standards and endurance test as per Physical Fitness Parameters as attached.
- (b) **For Fire Drivers (Highly Skilled Category)** - **04 No's**
1. The candidates should be 10th standard pass with relevant as Fire Engine Driver.
 2. He should have a valid Heavy Vehicle Driving License.
 3. Should know the operation of Fire Tender Vehicle pump and Fire Fighting Knowledge.
 4. Should be well conversant with the maintenance of fire Tender. He must be physically fit and capable of performing strenuous duties and pass the physical standards and endurance test as per Physical Fitness Parameters as attached.
 5. He Should be well conversant with different Fire Fighting drills stipulated while operating from Truck Fire Fighting (Fire Tender) / Trailer Fire Pump, Ladder Drills and Hydrant system operation and fire rescue job should be able to carry out the task allotted to any member during emergency situation.
- (c) **For Fire Men (Skilled Category)** - **10 No's**
- I. The candidates should be 10+2 Standard pass preferably with relevant experience in Firefighting.
 - II. The candidate must have passed course in Fire Fighting (12 weeks duration) conducted by CFEES (or) Diploma in Fire and safety engineering course (6 months/1-year duration) from any recognized Institute of State/Central Government.
 - III. He Should be well conversant with use, maintenance and operation of all types of Fire Extinguishers / Minor Fire Fighting Equipment, major Fire Fighting Equipment like Truck, Large Fire Fighting (Fire Tender Vehicle) / Trailer Fire Pump, Portable Fire Pump etc, appliances and their uses.
 - IV. He must have knowledge of elementary principle of Fire Fighting and methods and techniques employed in firefighting different types of fires like A class, B class, C class and D class Fires.
 - V. He must be familiar with different Fire Fighting drills stipulated while operating from Truck Fire Fighting (Fire Tender) / Trailer Fire Pump, Ladder Drills and Hydrant system operation and fire rescue job should be able to carry out the task allotted to any member during emergency situation.
 - VI. He must be physically fit and capable of performing strenuous duties and pass the physical standards and endurance test as per Physical Fitness Parameters as attached.
- (d) **Desirables**
- (i) Ex-Serviceman for all categories within the specified age limit.
 - (ii) NCC / Civil Defence course certificate for all categories.
 - (iii) Valid driving License for Fire Men & Fire Supervisor.

- (iv) First-aid Course for all categories.
- (e) He must be physically fit and capable of performing strenuous duties and pass the physical standards and endurance test as per Physical Fitness Parameters as attached.
8. No Fire Fighting Personnel are allowed to perform duty in an intoxicated condition.
9. The Agency shall not allow or permit their employees to participate in any trade union activities or agitation in the premises of the lab.
10. The Agency should provide Uniform (2 Pairs) & Shoes for Fire Fighting Personnel of BrahMos Aerospace. Uniform & Shoe should be provided to all the personnel within 2 Months and amount to be claimed through the office.
11. The Agency will take responsibility to change Fire Fighting Personnel on demand by the Director within 48 hours, if the allotted personnel commit acts like.
- (a) Sleeping while on duty.
 - (b) Negligent performance of duty.
 - (c) Disobedience.
 - (d) Dishonesty.
 - (e) Indulging in illegal activities, which may jeopardize the interest of the lab.
 - (f) Consumption of alcohol and any other Toxicants.
12. The essential documents shall be submitted to user rep BrahMos Aerospace before they detailed at BrahMos Aerospace by contractor.
13. **Fire Safety Plan**
- (a) The agency shall be responsible for the drawing up of Fire Safety Plans for the Building in consultation and coordination with BAPL, Lucknow management.
 - (b) The Fire Safety Plan shall include printing and displaying of Fire Safety Instruction to the Staff. The fire Safety Plan shall specify action to be taken by different Categories of Staff in cases of Fire.
 - (c) The Fire Supervisor/Fireman will impart training of BAPL Staff on Fire Safety.
14. **Records** Systematic Records shall be maintained in connection with Inspection, Testing and Maintenance of Fire Fighting and Alarm Appliances: -
- (a) **Log Book of Fire Alarm System.** The Log Book shall be a Record of Inspection Note, details of Replacements, Modifications, Abnormal Behaviour Observed, Corrective Measures taken etc.
 - (b) **Log Book of Wet Riser System.** The Log Book shall be a record of Inspection Notes of Pump, Wet Riser and Static Water Tanks etc. The Log Book shall indicate the Results of Trial Runs of the System, Deficiencies noticed and Replacement etc.
 - (c) **Log Book of Fire Extinguishers.** The Log Book of Fire Extinguisher shall indicate Ser. No. of the Extinguishers, Type of Extinguishers, Type of Extinguishers, Location, Date of Purchase, Details of Tests, Inspection, Repairs and Recharging.
 - (d) A copy of the Fire Safety Plan of the building incorporating details of the Fire Safety Organization, details and locations of Alarms, Fire Extinguishers, Floor Plans etc. shall be always available with the Fire Fighting Supervisor and in the Control room.



(e) Fire Drill records.

15. **Surveillance** The fire-fighting supervisor should inspect the buildings once every day to check House-Keeping and cleanliness. The Fire Men shall also check obstructions if an on-Escape route and Fire Safety Appliances. The premises shall be inspected by the Fire Supervisor to see that there is no collection of Waste Paper of any other inflammable materials likely to cause fire.

16. **Training** the Fire Fighting personnel should be regularly trained fortnightly in consultation with BAPL Management, along with demonstration of use of the equipment's. Fire Fighting system, time to time changes and development of the procedure for improvements in maintaining the system i.e. operation of fire Hose, Hydrant, Valves, different type of Fire Extinguishers, its filling and operation etc.

17. **Supervision / Inspection** The fire supervisor will report to the nominated officer of the company / security officer daily regarding work done / work to be done etc., and take instructions for proper execution of work. An attendance register will have to be maintained by the contractor in respect of the personnel employed.



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VENDOR ACCEPTANCE CRITERIA

- (a) The Vendor should have annual turnover of Rs. 3,00,00,000/- (Rupees Three Crores only) in last three years (Form 16 of previous 3 years to be submitted).
- (b) The Vendor shall have previous experience of supplying manpower for Public Sectors, Govt. Bodies, recognised Private organisations. The proof should be submitted along with the bid.
- (c) Vendor shall have a registered office in the state of Uttar Pradesh (U.P).
- (d) Vendor should submit PF and ESI registration details.
- (e) Vendor should submit PF and ESI remittance details of previous manpower contracts.

PAYMENT TERMS

- (a) Payment of the service contract rendered by the service personnel will be made by BrahMos Aerospace, Lucknow on monthly basis against job completion certificate issued by User Group.
- (b) Income tax will be deducted as per rule 194C of income tax at 1961 if applicable and as amended from time to time.
- (c) **Invoice Preparation:** All original documents for payments including invoices are to be raised on and submitted to the Buyer's location at BrahMos Aerospace, Lucknow.

BrahMos



[Signature]
24.11.25

PHYSICAL FITNESS PARAMETERS

1. Body Parameters:

- (a) Height without shoes : 165 cms minimum
- (b) Chest (un-expanded) : 82 cms minimum
- (c) Chest expansion : 05 cms minimum
- (d) Weight : 50 Kgs minimum
- (e) No physical deformity and
 - (i) Bow legs
 - (ii) Knock knee
 - (iii) Flat foot

Note :- A concession of 2-5 cms in height or chest may be allowed for candidates belonging to SC/ST/Hilly Areas.

2. Vision:

- (a) Distance 6 x 6 without aids
- (b) Near vision normal but with corrections for person above 40 years of age
- (c) Each eye must have full field of vision
- (d) No night and colour blindness

3. Physical Endurance Test:

- (a) 12 feet vertical rope climbing.
- (b) Running a distance of 1600 meter in 6 minute and 30 seconds.
- (c) 20 sit up.



ELECTRONIC CLEARING SERVICE (CREDIT CLEARING) MANDATE FORM

1. CUSTOMER'S NAME :
2. PARTICULAR OF BANK ACCOUNT :
 - (A) BANK NAME :
 - (B) BRANCH NAME :
 - (C) ADDRESS :
 - (D) TELEPHONE NO: :
 - (E) 9-DIGIT CODE NUMBER OF THE BANK
& BRANCH APPEARING ON THE MICR
CHEQUE ISSUED BY BANK :
 - (F) ACCOUNT TYPE :
 - (G) ACCOUNT No. AS PER APPEARING ON
THE CHEQUE BOOK :
 - (H) BRANCH IFS CODE :
 - (I) DATE OF EFFECT :
3. PAN/TAN NUMBER :
4. TIN NUMBER :

I hereby declare that the particulars given above are correct and complete, if the transactions are delayed or not effect at all for reasons of incomplete or incorrect information. I would not hold the user institution responsible. I have read the option invitation letter and agree to discharge the responsibility expected of me as a participant under the scheme.

Date: (signature of the investor/customer)

Certified that the particulars furnished above are correct as per our records.

Date: (signature of the Authorized/Official)



PRICE BID

PROVISION OF TRAINED PERSONNEL FOR FIRE FIGHTING SERVICES COVERAGE AT BAPL,
LUCKNOW

1. Salary breakup Calculation: -

Sr. No.	Description	Unit	Qty	Basic Rate/unit (Per month) Rs.	Total Amount (Rs) per month
1	Salary of Fire Supervisor- Highly Skilled	Nos	4	27,690	1,10,760
2	Salary of Fire Engine Drivers- Highly Skilled	Nos	4	27,690	1,10,760
3	Salary of Fireman- Skilled	Nos	10	25,506	2,55,060
4	TOTAL MANPOWER	Nos	18		4,76,580/-
5	Bonus @ 8.33% on Sr. No 4 (for all personnel)	%	For 18		39,699/-
6	Industrial Uniform (2 pairs) & Safety Shoes As per PO No. PONGP/129/24-25 dt. 22 Feb 2025	Nos	18	2300	41,400/-
7	EPF @ 13% on Ser. No. 4	%			61,955/-
8	ESI @ 3.25% on Ser. No. 4	%			15,488/-
9	Sub Total (Rs.)				6,35,122/-
10	Total Amount (Rs.) for 12 months				76,21,464/-
11	Contractor Profit @ ____% on Ser. No. 10	%			
Total Amount for 12(Twelve) Months				Rs. _____ excluding taxes (In Words) _____	

