

Comparative of Outsourcing of Support Services

S#	Staff Required for Services	Staff Type*	Tentative Immediate Requirements	Required Qualification	Required Experience	Master Multi-Tech				HRS Global			
						Per Head Charges				Per Head Charges			
						Overtime Rate	Monthly Salary Payable to Staff	Company Commission (%age)	Total Amount to be Paid by IBA	Overtime Rate	Monthly Salary Payable to Staff	Company Commission (%age)	Total Amount to be Paid by IBA
1	Transport Services	HTV Drivers		At least Matric with valid HTV license	3 years or more	Rs.125/- per hour	20,000.00	21%	24,200.00	240.38	27833	16%	32,287.00
		LTV Drivers		At least Matric with valid LTV license	3 years or more	Rs.94/- per hour	15,000.00	21%	18,150.00	173.08	20250	16%	23,492.00
2	Mess / Kitchen Services	Male Cooks	1	At least Matric with expertise of cooking different types of meals	3 years or cooking different types of meals for at least 200 persons	Not applicable	17,000.00	21%	20,570.00	Not applicable	27833	16%	32,287.00
		Female Cooks	1	At least Matric with expertise of cooking different types of meals	3 years or cooking different types of meals for at least 100 persons	Not applicable	14,000.00	21%	16,940.00	Not applicable	27833	16%	32,287.00
		Dishwashers		Preferably middle with experience	6 months	Not applicable	10,000.00	21%	12,100.00	Not applicable	13750	16%	15,950.00
		Bearers	2	Preferably middle with experience	6 months	Not applicable	10,000.00	21%	24,200.00	Not applicable	24383	16%	28,284.00
3	Facilities Management / Maintenance Services	Electrical Supervisor	1	DAE Electrical	6 years	Rs.125/- per hour	20,000.00	21%	24,200.00	192.31	22417	16%	26,003.00
		Electricians	3	DAE Electrical	3 years	Rs.94/- per hour	15,000.00	21%	54,450.00	144.23	51000	16%	59,160.00
		AC Technician	2	Matric with AC Technician Certificate	2 years	Rs.125/- per hour	20,000.00	21%	48,400.00	173.08	40500	16%	46,980.00
		Generator Operator	1	Matric with Certificate in Electrical Trade from a recognized institute	2 years	Rs.94/- per hour	15,000.00	21%	18,150.00	144.23	17000	16%	19,720.00
		Plumbers	4	At least Matric with certificate from a recognized institute in Plumbing	3 years	Rs.94/- per hour	15,000.00	21%	72,600.00	144.23	68000	16%	78,880.00
		Carpenters	2	At least Matric with certificate from a recognized institute in Carpentry	3 years in manufacturing / repairing works	Rs.94/- per hour	15,000.00	21%	36,300.00	192.31	44833	16%	52,007.00

S#	Staff Required for Services	Staff Type*	Tentative Immediate Requirements	Required Qualification	Required Experience	Master Multi-Tech				HRS Global			
						Per Head Charges				Per Head Charges			
						Overtime Rate	Monthly Salary Payable to Staff	Company Commission (%age)	Total Amount to be Paid by IBA	Overtime Rate	Monthly Salary Payable to Staff	Company Commission (%age)	Total Amount to be Paid by IBA
		Gardeners	10	At least middle	3 years' experience of maintaining landscapes / nurseries	Rs.63/- per hour	10,000.00	21%	121,000.00	115.38	137500	16%	159,500.00
4	Sports Facilities Management / Maintenance Services	Curator	1	Qualified Curator from PCB / sports organization	3 years' experience of maintaining grounds of known academies / organizations	Rs.156/- per hour	25,000.00	21%	30,250.00	192.31	22417	16%	26,003.00
		Grounds Man	2	At least Matric	3 years experience of maintaining grounds and cricket pitches where 1 st class matches are played	Rs.94/- per hour	15,000.00	21%	36,300.00	129.81	30750	16%	35,670.00
5	Safety Services	Senior Fire Fighter (Supervisor)	1	At least Inter with supervisory courses in Fire Fighting & Safety	5 years	Rs.125/- per hour	20,000.00	21%	24,200.00	336.54	38667	16%	44,853.00
		Fire Fighter	4	At least Inter with certificate courses in Fire Fighting	3 years	Rs.94/- per hour	15,000.00	21%	72,600.00	216.35	100500	16%	116,580.00
6	Admin Support Services	Clerical Office Staff		At least Inter and computer proficient	3 years in office job requiring office records maintenance and use of computer	Rs.94/- per hour	15,000.00	21%	72,600.00	129.81	15375	16%	17,835.00
		Office Attendants	16	At least Matric / Middle with experience	3 years	Rs.75/- per hour	12,000.00	21%	232,320.00	129.81	246000	16%	285,360.00
		Dispatch Riders	1	At least Matric with valid motorbike driving license	2 years	Rs.94/- per hour	15,000.00	21%	18,150.00	158.65	18625	16%	21,605.00

S#	Staff Required for Services	Staff Type*	Tentative Immediate Requirements	Required Qualification	Required Experience	Master Multi-Tech				HRS Global			
						Per Head Charges				Per Head Charges			
						Overtime Rate	Monthly Salary Payable to Staff	Company Commission (%age)	Total Amount to be Paid by IBA	Overtime Rate	Monthly Salary Payable to Staff	Company Commission (%age)	Total Amount to be Paid by IBA
7	Faculty / Students Residences Management / Maintenance Services	Building Maintenance Incharge		Graduate	4 years' experience of supervising the building repair & maintenance / housekeeping of residential apartments	Rs.125/- per hour	20,000.00	21%	24,200.00	240.38	27833	16%	32,287.00
		Hostel Incharges (Boys/ Girls)		Graduate	3 years' experience of managing Boys/Girls Hostel of at least 200+ residents	Not applicable	20,000.00	21%	24,200.00	Not applicable	27833	16%	32,287.00
		Maids	1	Preferably middle with experience	6 months	Not applicable	15,000.00	21%	18,150.00	Not applicable	14292	16%	16,578.00
8	IT Support Services	Lab Incharge & Helpdesk Staff for trouble shooting	2	Graduate with Diploma in Computer Science Certified professional will be preferred	Minimum 2 years in overall operational management and administration of	Rs.156/- per hour	25,000.00	21%	60,500.00	240.38	55667	16%	64,573.00
9	Other	Any		Any skill / qualification IBA demands	IBA to decide		IBA will establish salary & overtime of the person		1,104,730.00		IBA will establish salary & overtime of the person		1,300,468.00

A (ii): Miscellaneous		
Workmen Compensation / Insurance against theft,	as per labor laws	Sum of Insurance Rs.100,000/-
Grand Total : A(i) + A(ii)		1,204,730.00
Monthly04 Visits of Senior	Mandatory	

Not Provided