

Speed Post / By Hand

GOVERNMENT OF NATIONAL CAPITAL TERRITORY OF DELHI  
DIRECTORATE OF EDUCATION: CARETAKING BRANCH  
ROOM NO. 256 OLD SECTT., DELHI-54

F.NO. 266)

Dated: 06/01/14

**SHOW CAUSE NOTICE**

**Subject :- Non payment of wages to security guards.**

WHEREAS, the following lacuna in performance of your security services have been brought to the notice of higher authorities:-

- 1 The office bearer are not available for telephonic contacts.
- 2 Even if any telephonic contact is made by school Principal concerned, no action is taken.
- 3 Wages are not paid to the Security personnel engaged by your firm and deployed as security guard in the school.

AND WHEREAS it has been brought to notice that wages have not been paid for the last four months. As a result inability has been expressed by the concerned security guards to perform their duties in the schools.

NOW THEREFORE you are directed to:-

1. Explain reasons for non payment of wages to security guard,
2. Intimate about the arrangements made in your office to attend telephonic complaints/requests made by the concerned School Principals and also.
3. Show cause why the penalty of deduction upto 35% from the bill should not be imposed by the concerned Head of Schools.

Your reply should reach this office within three days from the date of issue of this letter failing which it shall be deemed that your firm has nothing to say in this matter and further action as deemed fit shall be initiated against your firm.

This issue with the prior approval of the Competent Authority.



(R.K.LALWATT)  
DY.DIRECTOR OF EDUCATION (CTB)

To,

M/sPrahari Protection System Pvt.Ltd  
BA-150,B-II Floor  
New Delhi.

Copy forwarded for information and necessary action:-

1. The D.D.E.(SW-B).
2. The H.O.S.Concerned
- ✓ 3. O.S.(IT).
4. Guard file.

  
(RAVINDER SHARMA)  
D.E.O.(CTB)

**PENALTY CLAUSE AS PER TERMS AND CONDITIONS OF TENDER OF SECURITY**

- (i) In case of any untoward incident attributable to the contractor or its personnel or non performance or deficiency in the services, the concerned security agency will be held responsible by the Competent Authority/Principal Employer and the contractor shall be liable for the consequences thereof and will be penalized by way of deducting up to 35% of the amount payable from their bills of that month in which the untoward incident or non performance or deficiency in the services has happened besides criminal proceedings as warranted. In the case of any damage to Govt. property or loss/theft, a penalty amount over and above the aforementioned 35% and the loss so caused as decided by the Principal Employer will be imposed.
- (ii) In case any complaint is received attributable to misconduct/misbehavior of contractor's personnel, a penalty of Rs.500/- for each such incident shall be levied and the same shall be deducted from contractor's bill. Further the concerned contractor's personnel shall be removed from the Department system immediately.
- (iii) In case the contractor fails to commence/execute the work as stipulated in the agreement or unsatisfactory performance or does not meet the statutory requirements of the contract, Department reserves the right to impose the penalty as detailed below:-
  - (a) 20% of cost of order/agreement per week, up to four weeks delays.
  - (b) After four weeks delay Principal Employer reserves the right to cancel the contract and withhold the agreement and get this job be carried out preferably from other contractor(s) registered with DGR and then from open market or with other agencies if DGR registered agencies are not in a position to provide such Contractor(s). The difference if any will be recovered from the defaulter contractor and also shall be black listed for a period of 4 years from participating in such type of tender and his earnest money/security deposit may also be forfeited, if so warranted.
  - (c) In the event of failure to observe the statutory obligations e.g. ESIC, PF, Service Tax etc. during the currency of the contract a penalty of 10% of the claim will be deducted from the next bill of the contractor and further if it recurs for the second time in addition the EMD may be forfeited.