

- ✓ [Revised ESI contribution rates w.e.f. 01/07/2019](#)
- ✓ [eMail for compliance dtd 05/01/2017](#)
- ✓ [ESIC Notofication \(Increase in ESIC celling from 15000 to 21000\).](#)
- ✓ [Works Contract Coordinators - GMwise/Deptwise \(updated till 17/11/16 8:30am\)](#)
- ✓ [Implementation of Integrity Pact in BHEL-Insertion of New clause in NIT](#)
- ✓ [IOM No.AA/HR IR CL dated 17.06.16 - Insertion of New Clause in NIT](#)
- ✓ [Amendment to bonus circular dtd 18.04.2016](#)
- ✓ [Bonus Circular 2015-16](#)
- ✓ [Revised Guidelines for Dos & Dont's for P.E.under Contract Labour \(R&A\) Act 1970](#)
- ✓ [Banning of Contractor M/s Gopinath Gupta for future business dealings](#)
- ✓ [Guidelines for Suspension of Business dealing with Suppliers and Contractors-2009](#)
- ✓ [Submission of details regarding Category & MSME status by Contractors \(email dtd 31/08/2015\).](#)
- ✓ [Police verification of contract workers already having Smart Cards \(email dtd 08/08/2015\).](#)
- ✓ [Police Verification of Contract Workers \(email dtd 07.08.2015\). Format](#)
- ✓ [Reduction in PF Admin Charges from 0.65% to 0.50% - Effective Rate is 13.00% \(wef 01.june 2018\).**NEW**](#)
- ✓ [वर्क्स कांटेक्ट हेतु चेक लिस्ट/Checklist for Works Contract](#)
- ✓ [BHEL Bhopal Circular on Statutory wage ceiling for ESI & Bonus](#)
- ✓ [-ESI Standard Note \(Effective from 01/11/2011\)](#)
- ✓ [-Payment of Bonus,Ministry of Labour and Employment, GoI](#)
- ✓ [Format VII](#)

Guidelines about Work Order

- ✓ [Model Format of Work Order](#)
- ✓ [Terms & Conditions of Works Order](#)
- ✓ [Essential Ingredients of a contract](#)
- ✓ [Ingredients of an agreement between principal employer and the contractor](#)

[Works Policy 2016.\(ppt\).](#)

Minimum wages Circulars

[M P State Minimum Wages for Skilled/Semi-skilled/Un-skilled workers under Scheduled employments of Minimum Wages Act, 1948 - effective from 01/10/2021](#) **NEW**

Type of Worker	BHEL Recommended daily wages Effective from 01.10.2021 NEW
Skilled	Rs.424
Semi-skilled	Rs.371
Unskilled	Rs.338

The rates mentioned in the TABLE 1 will be applicable for all works contract which started before 01.04.2021.

TABLE1-Type of Worker	BHEL Recommended daily wages Effective from 01.04.2021 NEW
Skilled	Rs.491.94
Semi-skilled	Rs.470.56
Unskilled	Rs.446.32

The rates mentioned in the TABLE 2 will be applicable for all fresh works contract which started on and after 01.04.2021.

TABLE 2-Type of Worker	BHEL Recommended daily wages Effective from 01.04.2021 NEW
Skilled	Rs.421
Semi-skilled	Rs.368
Unskilled	Rs.335

Type of Worker	BHEL Recommended daily wages Effective from 01.10.2020
Skilled	Rs.479.94
Semi-skilled	Rs.458.56
Unskilled	Rs.434.32

Type of Worker	BHEL Recommended daily wages Effective from 01.04.2020
Skilled	Rs.474.94
Semi-skilled	Rs.453.56
Unskilled	Rs.429.32

Type of Worker	BHEL Recommended daily wages Effective from 01.10.2019
Skilled	Rs.462.94
Semi-skilled	Rs.441.56
Unskilled	Rs.417.32

Type of Worker	BHEL Recommended daily wages Effective from 01.04.2019
Skilled	Rs.452.94
Semi-skilled	Rs.431.56
Unskilled	Rs.407.32

Type of Worker	BHEL Recommended daily wages Effective from 01.10.2018
Skilled	Rs.440.94
Semi-skilled	Rs.419.56
Unskilled	Rs.395.32

Type of Worker	BHEL Recommended daily wages Effective from 01.04.2018
----------------	---