

Bharat Heavy Electricals Limited
Ramachandrapuram :: Hyderabad – 32

e-TENDER NOTICE

Name of the department : GT(SG) PRODUCTION
Tender Notice No : HY/GT-SG/Fr-5/TP Date. 07.12.2024

1. GT(SG) Division of BHEL Hyderabad, invites sealed tenders in two-part bid from eligible Contractors, who fulfill qualification criteria as stipulated in NIT, for the following works on Works Contract Basis.
“WELDING OF GT FR-5 TRANSITION PIECES AND ASSEMBLY IN 360 Deg FIXTURE”
2. Sealed quotations in single cover consisting of two inner sealed covers (containing Technical bid as Part A and Price bid as Part B super scribing the Name of work, Part Number and Tender reference will be received at this office **Up to 11.00 Hrs on or before 17.12.2024**. Technical bid will be opened at **14.00 Hrs on the same date** and further information if any, may be obtained from this office.
3. While submitting the tender documents, a demand draft/cash paid at BHEL cash office towards cost of tender document should be enclosed. The tender documents downloaded from the website without demand draft for the specific value will be summarily rejected. Corrigendum if any will be published in BHEL web site only. The brief scope of the work and information is provided below:
4. The salient features of the tender documents are as follows :
 - a. Notice Inviting Tender
 - b. Instruction to Tenderer
 - c. General Terms and Conditions
 - d. Duties and Responsibilities of Contractor
 - e. Manpower
 - f. Contract Work description
 - g. Pro-forma for offering technical bid
 - h. Special Terms and conditions of Contract
 - i. Price Bid Format
 - j. Declaration by Contractor
 - k. Period of contract
 - l. Failure to comply with contract
 - m. Payment to Contractor
 - n. Sub-contract
 - o. Statutory requirement
 - p. Copy of agreement between BHEL & Contractor
 - q. Administrative Mechanism for Resolution of CPSEs Disputes (AMRCD)

(Signature & Designation of Official)

CONTENTS

SL. No.	Description
1.0	Notice Inviting Tender
2.0	Prequalification requirements
2.1	Instructions to Tenderer
3.0	General Terms and Conditions
3.1	Eligibility Criteria
3.2	Earnest Money Deposit
3.3	Security Deposit
3.4	Statutory Requirement
3.5	Manpower
3.5.A	Safety
3.6	Period of Contract
3.7	Failure to Comply with Contract
3.8	Payment to the Contractor
3.9	Laws governing the Contract
3.10	Legal Jurisdiction
4.0	Duties & Responsibilities of Contractor
5.0	Contract Work Description – Schedule “A”
6-A	Pro-forma for offering Technical bid
6-B	Special Terms & Conditions of Contract
6-C	Pro-forma for Price Bid
7.0	Declaration by Contractor
8.0	Administrative Mechanism for Resolution of CPSEs Disputes (AMRCD)

1.0 NOTICE INVITING TENDER

Tender Number & date : HY/GT-SG/Fr-5/TP Dated 07.12.2024

- i. Name of the Works :
“WELDING OF GT FR-5 TRANSITION PIECES AND ASSEMBLY IN 360 Deg
FIXTURE”
- ii. EMD : Nil
- iii. Approximate Estimated value of work : Rs. 10,35,960.00 /-
- iv. Cost of tender documents : -Nil-
- v. Last date for sale of tender documents
& time Ex: 2.30 p.m.) : -Not applicable-
- vi. Last date for receipt of tender
(Mention date and time) : 17.12.2024. at 11.00 hrs
- vii. Date, time and place of tender opening
(Mention date, place and time) : 17.12.2024 at 14.00 Hrs at Vendor complex
BHEL RCPURAM Hyderabad.
- viii. Period of completion
(Mention duration of the
Contract Ex.2 months) : 12 Months from date of Awardal of Work.
- ix. Maintenance period : -Not Applicable-

2.0 PREQUALIFICATION REQUIREMENTS:

The following conditions have to be satisfied by the tenderer, with documentary proof to be enclosed with tender bid (Technical):

- (i) Average annual financial turnover during the last 3 years, ending 31st March of the previous financial year (should submit balance sheet & P&L account for last 3 years –certified by Chartered Accountant), should be at least 30% (Rs. 3,10,800/-) of the estimated cost. Further, the tenderer fail to submit the figure(s) for 3 years, non-submitted year will be considered as “0” (Zero) for averaging the turnover. In the 3 years turnover, previous year turnover is compulsory.
- (ii) Particulars of experience / credentials for the works executed of similar nature during not older than 7 years (Completion and experience certificate of the works to be enclosed) ending last day of month previous to the one in which applications are invited should be either of the following:
 - a. Three similar completed works each costing not less than the amount equal to 40% (Rs 4,14,400.00/-) of the estimated cost.
OR
 - b. Two similar completed works each costing not less than the amount equal to 50% (Rs 5,18,000/-) of the estimated cost.
OR
 - c. One similar completed work costing not less than the amount equal to 80% (Rs 8,28,770/-) of the estimated cost.

Similar work means “Welding & Fabrication of sheet metal works”. (Detailed scope of works are furnished in Schedule ‘A’ of NIT)

- iii) Experience certificate issued by BHEL, RC Puram in case any work executed in BHEL, RC Puram for past three years. Any adverse remarks in the experience certificate will be a disqualification factor.
- iv) The offers of the bidders who are on the banned list as also the offer of the bidders, who engage the services of the banned firm shall be rejected. The list of banned firms is available on BHEL website www.bhel.com”.
- v) Valid ESI Code Number and P.F. Code Number
- vi) It is required to furnish certificate issued by Commissioner, Commercial Taxes, TS/AP Respective state Govt., and Service Tax registration certificate in respect of all works.
- vii) PAN No. (In case not available, proof of having applied with acknowledgement from concerned authority).

2.1 INSTRUCTIONS TO TENDERER

- 2.1.1 Tender is a two part bid system. The tender documents consist of Part – A and Part - B as detailed below:
 Part ‘A’: Techno-commercial Bid (*To be submitted in sealed cover enabling us to open on*)
 Part ‘B’: Price Bid to be submitted in sealed cover as per Tender conditions.
- 2.1.2 Part ‘A’ must be duly completed and super-scribed “Tender Enquiry No. BHEL: R.C. PURAM:..... dated Part ‘A’ Techno-commercial Bid”. The tenderer shall not indicate the price or rate in the PART-A: Techno-commercial bid. The tenderer shall expressly accept all the terms and conditions of the Tender. The tender which does not comply with the BHEL’s Terms & Conditions may be rejected as Non-responsive/non-conforming and non-acceptable.
- 2.1.3 Part ‘B’ must be duly completed with reference to the tender conditions and put in a separate sealed envelope super-scribed “Tender Enquiry No. BHEL: R.C.PURAM: dated Part 'B' - Price Bid ”.
- 2.1.4 The Techno commercial Bid (Part - A) and general terms and conditions shall be attached to Techno-commercial offer with each page duly signed by the tenderer (at the bottom of each page) as a token of acceptance.
- 2.1.5 Part ‘B’ – the Price Bid should not carry any conditions. Price / rate should be quoted in clear terms in the format given by BHEL.
- 2.1.6 Part 'B' Price bid will be opened only in respect of those tenderers who are qualified in Techno-Commercial Bid.
- 2.1.7 The tender forms both Part ‘A’ & ‘B’ duly filled in all respects shall be signed on each page by the tenderer. Any alteration, erasure or over-writing will render the tender invalid. Alteration neatly carried out and duly attested over with the full signature of the tenderer however is permitted.
- 2.1.8 The tenderer should submit the tender documents intact without detaching any page or pages.
- 2.1.9 The Name of the tenderer should be written or the contractor’s seal to be put on the sealed envelope.

- 2.1.10 Before making the offer, the tenderers are advised to carefully go through the terms and conditions, which form part of the Agreement.
- 2.1.11 All entries in the tender document should be in one Ink. Corrections, over writing, cuttings etc. are not permitted. All the columns in the tender form should be filled without leaving any column blank in any page of the tender. In case any of the columns is left blank, the tender would be rejected.
- 2.1.12 The price/rate should be quoted in figures as well as in words.
- 2.1.13 Each and every page of tender documents should be stamped & signed by the tenderer.
- 2.1.14 Tender documents consisting of Part 'A' & 'B' duly sealed in separate envelopes should be sealed in another envelope and should be deposited in the Vendor Complex, BHEL-RC Puram, Hyd-32 addressed to Senior Manager/Purchase, Co-ordn., BHEL, RC Puram, Hyderabad-32 so as to reach on or **before 11:00 Hrs on 17.12.2024**. The tender documents may also be sent either by registered post / Speed Post / Courier so as to reach on or before the said date and time. Part 'A' of tender form i.e. Techno-commercial Bid will be opened on **17.12.2024 at 14.00 Hrs** the same day in the presence of tenderers or their representatives who are present for the tender opening. Tenderers who qualify in the Techno-commercial Bid will be intimated to attend the tender opening of part 'B' - price bid at a date to be notified separately. Part 'B' i.e. price Bid will be opened at the specified date in the presence of the tenderers or their representative who are notified to attend the tender opening.
- 2.1.15 For any further details, **Sri B Madhan Mohan, Manager/Production (GT)**, BHEL, RC Puram, Hyderabad-32 may be contacted in person or through Telephone Nos. **040-23182498**
- 2.1.16 **BHEL reserves the right to assess the capacity and capability of the parties for pre-qualification. The company also reserves the right to accept or reject any or all the tenders or any part thereof at any stage of process without assigning any reason whatsoever. The company has no obligation to accept the lowest tender. Offer of the Tenderer if prima-facie found not comparable with the quantum of work envisaged and the bid is a desperate effort to be L1, then the offer is liable to be rejected. BHEL's decision in this regard shall be final and binding.**
- 2.1.17 **PRICE BID** - The tenderers are required to submit their quotation for all the items listed in the Price Bid format given along with the tender documents. The price should be quoted for each activity after careful study of the actual job requirement so that, in case the contract is awarded, contractor should not express any difficulty in execution of the contract.
- 2.1.18 The Minimum Wages, i.e. State Basic+DA+BHEL additional payments (here in after referred as BHEL Fair Wages) declared from time to time are payable. The tenderer would be required to pay allowances/incentives as decided and communicated by BHEL.
- 2.1.19 **VALIDITY OF RATES:** The rates quoted should be valid for 120 days initially from the date of opening of the Techno-Commercial bid.
- 2.1.20 The tenderer will be required to quote the rates against each item of work under each group (both in figures and words).

2.1.21 REVERSE AUCTION: “BHEL shall be resorting to Reverse Auction (RA) (Guidelines as available on www.bhel.com or <https://www.bhel.com/guidelines-reverse-auction-2021>) for this tender. RA shall be conducted among all the techno-commercially qualified bidders.

Price bids of all techno-commercially qualified bidders shall be opened and same shall be considered for Reverse Auction (RA).

In case any bidder(s) do(es) not participate in online Reverse Auction, their sealed envelope price bid along with applicable loading, if any, shall be considered for ranking.”

2.1.22 DISCREPANCY IN WORDS & FIGURE QUOTED IN PRICE BIDS:

- i) If, in the price structure quoted for the required goods / services / works, there is discrepancy between the unit price and the total price (which is obtained by multiplying the unit price by the quantity), the unit price shall prevail and the total price corrected accordingly, unless in the opinion of the purchaser there is an obvious misplacement of the decimal point in the unit price, in which case the total price as quoted shall govern and the unit price corrected accordingly.
- ii) If there is an error in a total corresponding to the addition or subtraction of subtotals, the subtotals shall prevail and the total shall be corrected; and
- iii) If there is a discrepancy between words and figures, the amount in words shall prevail, unless the amount expressed in words is related to an arithmetic error, in which case the amount in figures shall prevail subject of (i) and (ii) above.

If there is such discrepancy in an offer, the same shall be conveyed to the bidder with target date up to which the bidder has to send his acceptance on the above lines and if the bidder does not agree to the decision of the purchaser, the bid is liable to be ignored

2.1.23 Wherever it is quantity based work, including main work and sub-work, the tenderer should quote his rates against each item /work (main as well as sub-work/item).

2.1.24 In case of quantity based work contracts, the tenderer should quote the rates against each item keeping in view the prevailing applicable BHEL Fair wages, statutory payments and other payments if any and other obligations as per the statutory provisions and amendments thereto and also as directed by BHEL from time to time.

2.1.25 BHEL reserves the right to award the contract to one or more contractors simultaneously as deemed fit at the initial stage or during the contract period.

2.1.26 BHEL reserves the right to reject any bid, which is technically unacceptable and unworkable. Further, BHEL also reserves the right to reject any or all tenders without assigning any reasons thereof.

2.1.27 BHEL reserves the right to cancel the contract at the initial stage or during the contract period without assigning any reason to the tenderer.

2.1.28 Wherever prescribed formats are specified for the tenderers use, he shall use the same for making his Claims.

2.1.29 Tender document should be complete in all respects.

- 2.1.30 Successful tenderers shall enter into an Agreement on **stamp paper of Rs.200/-** for having accepted the rates, terms and conditions of the contract as per the pro-forma given by BHEL.
- 2.1.31 The Offers should be in full conformity with the terms and conditions of this tender. No contra conditions are acceptable. Incorrect and incomplete tenders are liable to be rejected. Tenders not submitted in the prescribed forms will be rejected.
- 2.1.32 BHEL reserves the right to accept or reject any tender in part or full at their discretion without assigning any reason.
- 2.1.33 If a tenderer deliberately gives wrong information in his tender or creates conditions favorable for the acceptance of his tender, then BHEL reserves the right to reject such tender at any stage.
- 2.1.34 If the tenderer indulges in any unethical practice for securing the contract, the offer of such tenderer shall be rejected.
- 2.1.35 Any written communication required to be sent to the contractor in writing shall be sent at the address mentioned on the tender form or to any other address subsequently intimated by Contractor in writing to BHEL HPEP for the contract purposes or to his e-mail address.
- 2.1.36 SITE VISIT:
- a. Before quoting, the tenderers are advised to inspect the site of work and its environments and be well acquainted with the actual working and other prevailing conditions, position of materials and labour related procedures & practices. They should be well versed with BHEL General Conditions of Contract, Instructions to tenderers, drawings wherever applicable and specifications and all other documents which form part of the agreement to be entered into subsequent to award of work. The tenderers shall specially note that it is the tenderer's responsibility to provide any item which is not specially mentioned in the specification or drawing, but which is necessary to complete the work
 - b. The tenderer/Bidder and any of his authorized personnel or agents will be granted permission by the BHEL to enter upon its premises and lands for the purpose of site visit. However the bidder shall express condition that he, his personnel, and agents will be responsible against all liability in respect thereof, including death or personal injury, loss of or damage to property, and any other loss, damage, costs, and expenses incurred as a result of the inspection.
 - c. The Bidder should inform the BHEL at least 2 days (time may be fixed in consultation with tender issuing authority) in advance about the proposed site visit. The Bidder, at his own responsibility and risk is encouraged to visit, inspect and survey the Site and its surroundings and satisfy himself before submitting his bid as to the form and nature of the Site, the means of access to the Site, the accommodation he may require, etc.
 - d. In general, Bidders shall themselves obtain all necessary information. A Bidder shall be deemed to have full knowledge of the Site, whether he inspects it or not and no extra claims due to any misunderstanding or otherwise shall be allowed. The cost of visiting the Site shall be at the Bidders' own expense. Any deviations of information in the report and the actual site will not be the responsibility of the BHEL

3.0 GENERAL TERMS AND CONDITIONS

- i) Contractor shall obtain Labour License (Central / State Government) before commencement of work as applicable.
- ii) In case Contractor engages labour from outside Telangana State to execute the said work, he is required to obtain licence under Inter State Migrant Workmen (RE & CS) Act 1979
- iii) BHEL reserves the right to reject any or all tenders in part or in full without assigning any reason.
- iv) BHEL reserves the right to split up the work into convenient portions and award them to different contractors.
- v) The tenderer shall keep the contents of his tender and rates quoted by him to be kept confidential.
- vi) The rate for each item shall be reasonable and not unbalanced / impracticable. BHEL feels the rates are unbalanced / impracticable, BHEL may asks the tenderer for additional Performance Security or other safeguards to protect BHEL / Employer's interest against financial loss which may occur to BHEL on account of such unbalanced / impracticable rates, failing which the tender submitted tenderer, shall be liable to be rejected by the BHEL, who may award the Contract to any other tenderer.
- vii) If, in the price structure quoted for the required goods / services / works, there is discrepancy between the unit price and the total price (which is obtained by multiplying the unit price by the quantity), the unit price shall prevail and the total price corrected accordingly, unless in the opinion of the contractor there is an obvious misplacement of the decimal point in the unit price, in which case the total price as quoted shall govern and the unit price corrected accordingly.
- viii) If there is an error in a total corresponding to the addition or subtraction of subtotals, the subtotals shall prevail and the total shall be corrected
- ix) If there is a discrepancy between words and figures, the amount in words shall prevail, unless the amount expressed in words is related to an arithmetic error, in which case the amount in figures shall prevail subject of (viii) and (ix).
- x) If there is such discrepancy in an offer, the same shall be conveyed to the bidder with target date up to which the bidder has to send his acceptance on the above lines and if the bidder does not agree to the decision of the BHEL, the bid is liable to be ignored
- xi) All expenses in preparation and submission of bids and visits to the office or any place in connection with the preparation of Bid shall be borne by Bidder. BHEL in no case shall be responsible or liable for these costs regardless of the outcome of the Bidding process
- xii) The bid prepared by the Bidder including all correspondence etc. relating to his offer/ bid shall be in ENGLISH language

3.1 ELIGIBILITY CRITERIA

- 3.1.1 In case of Firm of contractor, the same should be a registered and well established organization having at least three years existence in business consecutively for the past three years.
- 3.1.2 Tenderer should have the essential License under Contract Labour (Regulation & Abolition) Act 1970. However, in labour contracts, the tenderer should produce the license before commencement of work. However, production / non-production of the licence will be as per local rules prescribed by appropriate authority.
- 3.1.3 A copy of the license issued to be produced to establish that tenderer is a valid license to carry out the work.
- 3.1.4 The Successful tenderer has to get the license from Labour Dept., under Contract Labour (Regulation & Abolition) Act 1970 for the areas and nature of work, which they will be performing as part of the contract.
- 3.1.5 Tenderer should have independent ESI Employer code under ESI Act 1948.
- 3.1.6 Tenderer should have independent PF code under Employee Provident Fund and Miscellaneous Provisions Act 1952.
- 3.1.7 Photocopy of letter from ESI Corp. and PF Commissioner's Office to establish that tenderer is independently registered as an employer under ESI and PF to be produced.
- 3.1.8 The tenderer shall also mention the PAN Number issued by Income Tax Department, copy of the PAN card or PAN number allotment letter shall be submitted along with the tender documents.
- 3.1.9 There should be no litigation or charge under investigation / enquiry / trial against the Tenderer, or conviction in a court of law or suspension or blacklisting by any organization on any ground. Tenderer shall confirm this in the Declaration. During the course of work, if any such information comes to light, the contract may be terminated.
- 3.1.10 The opinion / decision of BHEL regarding the bid shall be final and conclusive. BHEL reserves the right to reject any or all the bids at any time without assigning any reason.
- 3.1.11 In case the tenderer has a relative employed in BHEL, the authority inviting tender shall be informed of this fact in writing at the time of submission of tender, failing which the tender may be disqualified, or if such fact comes to light subsequently, the contract may be terminated.
- 3.1.12 If the tenderer gives wrong information in his tender or creates conditions favorable for the acceptance of his tender, BHEL reserves the right to reject such tender at any stage.
- 3.1.13 For the works which are continuous in nature, and which require regular interaction and monitoring, the contractor shall have an Office/Establishment in Hyderabad. Absence of such an arrangement may lead to disqualification of the Tenderer.

3.2 EARNEST MONEY DEPOSIT:

- 3.2.1 An amount of **Rs. Nil** towards EMD shall be paid in cash at BHEL cash office or by Demand Draft/Banker's cheque drawn on any nationalized bank / scheduled bank in the name of "**Bharat Heavy Electricals Limited**" payable at **Hyderabad** and shall be enclosed to the tender bid. No other means of payment shall be accepted. EMD / any money due to the tender by BHEL shall not carry any interest.
- 3.2.2 **Tenders received without EMD as specified above shall be rejected.** If EMD Accompanies price bid, such bids shall not be considered and will be rejected. No adjustment of EMD shall be made with EMD submitted earlier with other tenders of BHEL or any Outstanding amount. If EMD is not in line with amount called for, the EMD as well as the Quotations will be returned and unopened to the tenderers.
- 3.2.3 EMD of unsuccessful bidders shall be returned promptly upon award of Contract and EMD of successful bidder will be returned upon the bidder's accepting the contract and furnishing the requisite security deposit.
- 3.2.4 EMD may be forfeited if after opening of tenders, a tenderer revokes his tender or increases his earlier quoted rates or after acceptance of his tender does not commence the work in accordance with the instructions of BHEL
- 3.2.5 The EMD will be forfeited if the accepted tender is withdrawn. If only a part of the work included in the tender had been awarded to the tenderer, proportionate amount of EMD will be retained

3.3 SECURITY DEPOSIT

- 3.3.1 Up on acceptance of his tender, the successful tenderer must deposit within the time specified in the letter of intent. Security Deposit should be collected from the successful tenderer. The rate of Security Deposit will be as below:
5% of contract value
- 3.3.2 The successful tenderer on receipt of letter of intent can convey his acceptance in writing for conversion of EMD into security deposit.
- 3.3.3 If the work is awarded, the agency has to pay 100% of SD in advance on contract value before commencement of work after adjusting of EMD amount.
- 3.3.4 Security Deposit may be furnished in any one of the following forms.
- i) Cash (as permissible under the Income Tax Act)
 - ii) Pay Order, Demand Draft in favour of BHEL
 - iii) Local cheques of scheduled banks, subject to realization.
 - iv) Securities available from India Post such as National savings Certificates, Kisan Vikas Patras etc.,
 - v) Bank Guarantee from scheduled Banks / Public Financial Institutions as defined in the Companies Act subject to a maximum of 50% of the total security deposit value. The balance 50% has to be remitted either by cash or in the other form of security. The Bank Guarantee format should have the approval of BHEL
 - vi) Fixed Deposit Receipt issued by scheduled Banks / Public Financial Institutions as defined in the companies Act. The FDR should be in the name of the contractor, A/C BHEL, duly discharged on the back.

- vii) Security Deposit can also be recovered at the rate 10% from the running bills. However in such cases at least 50% of the Security Deposit should be deposited before start of the work and the balance 50% will be recovered from the running bills.
- viii) EMD of the successful tenderer shall be converted and adjusted against the security deposit.

Note: Acceptance of Security Deposit against Sl. No. (iv) and (vi) above will be adjusted to hypothecation or endorsement on the documents in favour of BHEL. However, BHEL will not be liable or responsible in any manner for the collection of interest or renewal of the documents or in any other matter connected therewith.

- 3.3.5 Failure by the successful tenderer/bidder to deposit the security deposit amount as mentioned above within the stipulated time, which will include any extension that may be granted by the authorities, will render his earnest money deposit liable to forfeiture and his tender shall be consider as withdrawn. Security Deposit shall not be refundable to the contractor except in accordance with the terms of the contract.
- 3.3.6 The Security Deposit will be released along with the final bill or after completion of maintenance period for the work, whichever will be later, subject to the condition that nothing is outstanding against the Contractor.
- 3.3.7 No interest shall be payable by BHEL on Earnest Money or security deposit or any money due to the contractor by BHEL
- 3.3.8 In case of delay in submission of performance security, enhanced performance security which would include interest (Repo rate + 4%) for the delayed period, shall be submitted by the bidder.**

3.4 STATUTORY REQUIREMENTS:

- 3.4.1 While quoting the rate, the tenderers are advised to take note of BHEL Fair Wages payable to workmen.
- 3.4.2 The tenderer will be required to comply with all the statutory provisions such as Bonus (% as prevailing in BHEL RC Puram), PF (12%), EDLI (0.5%), ESI, Gratuity, Service Tax, BHEL wages prevailing at the time of payment or arrears thereof, declared Holidays, leave, AP Labour Welfare Fund etc. The contractor shall submit the documentary evidence of payment on account of submission of statutory payments made to the concerned agencies every month and same may be submitted for clearance of bill.
- 3.4.3 The tenderer shall comply with the provisions of the Factories Act 1948, Contract Labour (Regulation and Abolition) Act 1970, ESI Act 1948, Employees Provident Fund and Miscellaneous Provisions Act 1952, Minimum Wages Act 1948, Payment of Gratuity Act 1972, Industrial Disputes Act, 1947, Payment of Bonus Act 1965, Employers Liability Act 1938, Inter State Migrants Workmen (Regulation of employment and conditions of Service) Act 1979 AP Labour Welfare Fund Act, and or any other Laws and Rules that may be applicable from time to time to the workers engaged by him. The tenderer, when required by the Company shall produce the registers and records for verification and comply with other directions issued by the company for compliance of the statutory provisions.

- 3.4.4 The tenderer shall fully indemnify the loss if any caused to BHEL due to any default or non-observance of any of the laws, or any omission or commission or inability on the part of the Tenderer or his representative.
- 3.4.5 The tenderer shall, keep and produce for inspection at all times, forms, registers and other records required to be maintained under various statutes in order to enable scrutiny by the Company whenever required.
- 3.4.6 The tenderer shall produce to the Company, the documentary proof of payment of the said statutory dues. Non-observance of the provisions will be construed as default by the Tenderer in making such payment, and payment of his bill will be deferred despite other legal action.
- 3.4.7 The Income tax as applicable will be deducted from the bill of the contractor.
- 3.4.8 Each tenderer will be required to maintain the daily attendance of his workers in the prescribed Pro-forma for accounting payment of wages, deduction towards ESI & PF Contributions, Payment of Bonus, Leave etc.
- 3.4.9 The tenderer will have to follow the provisions of Payment of Bonus Act 1965 and Rules 1975, and is liable to pay Bonus to his workers. However, the quantum of Bonus payable by the tenderer to his workmen will be decided and notified at appropriate time.
- 3.4.10 The tenderer will have to extend paid National Holidays and Festival Holidays to their workmen as per BHEL RC Puram direction or as per the provisions of the relevant Act and the Rules thereof. However, if due to exigencies of work the contractor engages his workmen on National Holidays or Festival Holidays contractor shall pay additional wages as prescribed under the provisions of the Act.
- 3.4.11 The contractor shall maintain Form D as per Rule 5 of the Payment of Bonus Act, 1965 if applicable. The contractor is further liable to pay bonus to his employees in accordance with the payment of Bonus Act 1965 on completion of contract as per HR-IR circular/instructions issued from time to time and to keep all the records in Form C as per the said Act.
- 3.4.12 The contractor will have to follow the provisions of Payment of Bonus Act 1965 and Rules 1975, and is liable to pay Bonus to his workers. The bonus element is already considered in the quote and BHEL shall not reimburse any amount towards this. The bonus amount payable shall be as per BHEL Hyderabad HR-IR circular/instructions. BHEL will not reimburse any amount towards bonus

3.5 MANPOWER:

- 3.5.1 The Contractor shall provide the required manpower for executing the contracted work. The contractor shall not engage a person who is less than 18 years of age.
- 3.5.2 The contractor shall be responsible for safety of his workers while they are engaged for work connected with the contract. The Contractor shall be responsible for the appropriate usage of the Uniform and PPE's by their workmen.
- 3.5.3 The contractor, as the employer of his workmen, shall manage them. In the event of any dispute arising between the Tenderer and his employees, the Tenderer alone is solely

responsible for resolving the dispute between them and BHEL will in no way be responsible for settling the dispute either statutory or otherwise.

- 3.5.4 The contractor will be solely responsible for executing the agreed work and the employees of BHEL will only oversee the proper execution of work. The contractor or his representatives shall be available in the factory to control and supervise his workers and take down instructions from the designated officials of BHEL. The cost of deployment of Supervisor has to be borne by the Contractor.
- 3.5.5 The contractor shall have full control over his employees including w.r.t determining service conditions, discharge, dismiss, or otherwise terminate their services at any time. However, the contractor shall not engage any person who has completed 60 years of age. However, if the skills of persons are such that others are not available this condition can be relaxed provided the worker is medically fit. Further, retired employees of BHEL with specialized skills may be engaged up to 65 years with the specific approval of BHEL. The contractor shall be solely responsible for any claim arising out of employment or termination of employment of his employees and for statutory payments.
- 3.5.6 The contractor shall employ only such personnel who are medically fit. The company has right to direct the contractor to remove from the premises such of his personnel who may be physically, hygienically, clinically or medically unfit.
- 3.5.7 The contractor shall employ only such personnel who have not been found unfit for employment in Organizations such as Central/State/Public Undertakings by the Police authorities. Persons against whom criminal cases are pending or under investigation and persons found guilty of offences involving moral turpitude shall not be engaged for executing work.
- 3.5.8 The Contractor shall comply with all the operational rules and regulations, including safety and security rules framed by the company from time to time wherein the Contractor or his workmen happen to be operating / working. In the event of any of the workmen of the contractor violating any of the said rules and regulations, the Contractor would be required to remove forthwith such workmen from the company's premises.
- 3.5.9 Out of total manpower to be deployed the Contractor shall to the extent possible to deploy 15% scheduled castes and 7.5% of scheduled tribe community.

3.5. A. SAFETY:

SAFETY TERMS & CONDITIONS

SAFETY & PPEs:

- (1) All safety equipment such as safety shoes, safety helmets, safety belts & other equipment (as required for this work) are to be positioned by the contractor and used as per requirement.
- (2) Any casualty or damage caused to the property or person by any untoward incidents while executing this contract will be at the contractor's risk & cost.
- (3) Violation of applicable safety, health & environment related norms, a penalty of Rs. 5,000/- per occasion shall be imposed on the contractor.
- (4) Violation as above resulting in any physical injury to the contractor's workmen, a penalty of 0.5% of the contract value shall be imposed (maximum of Rs 20,000/-), for each injury case in addition to Rs 5,000/- mentioned herein above.
- (5) **COMPENSATION IN CASE OF DEATH / PERMANENT INCAPACITATION OF PERSON DUE TO UNINTENDED / UNFORESEEN OCCURRENCES:**

BHEL shall recover the amount of compensation paid to victim(s) / legal heirs of the victim(s) by BHEL towards loss of life / permanent disability due to an accident which is attributable to the negligence of contractor, agency or firm or any of its employees as detailed below:

- (a) *Victim: Any person who suffers permanent disablement or dies in an accident as defined below.*
- (b) *Accident: Any death or permanent disability resulting solely and directly from any unintended and unforeseen injurious occurrence caused during the manufacturing / operation and works incidental thereto at BHEL Factory / Offices and precincts thereof, project execution, erection and commissioning, services, repairs and maintenance, trouble shooting, serving, overhaul, renovation and retrofitting, trial operation, performance guarantee testing undertaken by the company or during any works / during working at BHEL Units / Offices / Townships and premises / Project sites.*
- (c) *Compensation in respect of each of the victims:*
 - (i) *In the event of death or permanent disability : Rs. 10,00,000/- (Rs Ten Lakhs) resulting from Loss of both limbs*
 - (ii) *In the event of other permanent disability : Rs 7,00,000/- (Rs Seven Lakhs)*
- (d) *Permanent Disablement: A disablement that is classified as a permanent total disablement under the proviso to Section 2 (l) of the "Employees Compensation Act, 1923".*
- (6) *To meet the above eventualities, Contractor, is advised to purchase required Group Personal Accidental Insurance Policy / Policies, at his own cost, for both the above sums insured and maintain validity throughout the contract period and extended period, if any, covering all the employees deployed in the work by the Contractor and also covering the third party personnel*

for the damage(s) / injuries / fatalities caused, for whatsoever reason, either by the Contractor or by the employees of the Contractor or by the machinery deployed by the Contractor.

Note: If any amount / compensation is required to be paid by BHEL due to failure by the Contractor or due to delay in settlement of compensation, on account of release of such amount by BHEL, same shall be recovered from the Contractor's bills / any amounts lying with BHEL from any contract across pan BHEL, for which Contractor is solely responsible.

(7) SAFETY OF MACHINES, EQUIPMENTS, TOOLS & TACKLES etc.:

- (a)** The machines, equipments, tools & tackles of the Contractor brought inside BHEL to carry out the work(s) shall have valid test certificates from a competent authority / agency. Timely renewal of the certificates is to be done in case validity expires during contract period.
- (b)** Contractor shall engage only trained and authorised persons to operate cranes, mobile crane / hydras, dozers etc.
- (c)** Tools, tackles, slings, chain pulley blocks, D shackles of the Contractor brought inside BHEL to carry out the work(s) shall have valid "fit-to-use" / "fitness" certificate and same shall be inspected by the concerned departments/agencies and the safety officer before their use. Timely renewal of the certificates is to be done in case validity expires during contract period.
- (d)** Electrical portable tools of the Contractor like drilling machine, grinder, cutting machine, switch boards etc., & other electrical equipment shall be fit to use.
- (e)** Contractor shall provide 3 pin industrial plug tops, switches & sockets with MCB / ELMCB / RCCB to all his Electrical portable tools and no loose / naked connections shall be permitted.
- (f)** Contractor shall provide and ensure that proper Earthing is available to all his electrical equipment, power tools and switch boards.
- (g)** Contractor's vehicles like tractors, tractor trolleys, trucks, JCBs, Hydras, Cranes etc., engaged in the work shall possess valid fitness certificate, PUC, insurance etc., as per the MVI Act/Rules. Timely renewal of the certificates is to be done in case validity expires during contract period.
- (h)** Drivers engaged by the Contractor shall have valid driving license for the relevant type of vehicle.
- (i)** Contractor shall provide and ensure that flashback arrestors both at cylinder and torch end are properly installed to the gas cylinders, Oxy-Acetylene cutting sets.
- (j)** Contractor shall provide and ensure that valve caps are fixed to the gas cylinders while carried / moved in trolleys and ensure chaining of cylinders at all times.

(8) SAFETY OF MANPOWER / PERSONNEL:

- (a)** The contractor shall not engage a person who is less than 18 years of age.
- (b)** All persons deployed by the Contractor for the work inside BHEL shall be Medically Fit and fitness certificate to this effect shall be submitted at the time of applying for entry passes.
- (c)** All persons deployed by the Contractor for the work inside BHEL shall attend Safety Training Program provided by Safety Engineering Dept., without fail before obtaining entry passes and commencing the work by the Contractor.
- (d)** No contract labour will be allowed to enter into BHEL premises without PPEs (i.e., Safety Shoes & Safety Helmet etc.)
- (e)** The contractor shall be responsible for safety of his workers while they are engaged for work connected with the contract. The Contractor shall be responsible for the appropriate usage of the Uniform and PPE's by their workmen.

- (f) The Contractor shall comply with all the operational rules and regulations, including safety and security rules framed by the company from time to time wherein the Contractor or his workmen happen to be operating / working. In the event of any of the workmen of the contractor violating any of the said rules and regulations, the Contractor would be required to remove forthwith such workmen from the company's premises.
 - (g) The contractor shall follow safety rules and regulations as per provisions of Factories Act 1948, and Rules at his own expense and arrange for the safety provisions as appended to these conditions or rules framed by the government from time to time.
 - (h) It shall be contractor's sole responsibility to protect the public and his employees against accident from any cause and provide required safety equipment and shall indemnify BHEL against any claims for damages for injury to the person or property resulting from any such accidents and shall, where the provisions of the Employees Compensation Act and Public Liability Act as applicable, take steps to properly insure against any claims thereunder.
 - (i) In the event of any accident in respect of which compensation may become payable under the Employees Compensation Act, VIII of 1923 whether by the contractor or by BHEL as Principal Employer, it shall be lawful for BHEL to retain out of monies due and payable to the contractor such sum or sums of money as may, in the opinion of BHEL shall be final in regard to all matter arising in this clause.
 - (j) Contractor shall conduct daily safety PEP talk / safety briefing before starting the works.
 - (k) BHEL has the right to direct the Contractor to remove from BHEL premises such personnel who may be physically or hygienically or clinically or medically unfit or who disobey safety norms or who cause safety hazard to themselves and/or to other personnel.
 - (l) **Contractor shall, at his own cost, provide and ensure that while working on roofs / at heights, Roof Top ladders / Crawler boards / Duck ladders / Cat ladders etc., are used.**
 - (m) **SAFETY NET: Contractor shall provide and ensure durable and good quality Safety Net covering at least double the work area is used and fastened firmly to permanent supports where height works or works at roof top are involved.**
 - (n) **Contractor shall provide and ensure that while working at unguarded elevated heights, Full body safety belts / Full body safety harness anchoring with double lanyard / fixing to a fixed lifeline are used and fastened properly and continuously.**
 - (o) Contractor shall ensure that PPEs mentioned herein below are used by the workmen while working inside BHEL, as per work requirement.
- (9) **GENERAL SAFETY COMPLIANCES TO BE FULFILLED BY THE CONTRACTOR / CONTRACTOR'S PERSONNEL:**
- (a) Contractor shall, at his own cost, provide and ensure standard scaffolding with suitable platform, toe guard, railing and proper approach for safe access to work area.
 - (b) Contractor shall daily obtain "Safety Work Permit" such as Height Work Permit, Hot Work Permit, Excavation (Earth Cutting/Trenching) Permit, Confined Space Entry permit before commencing the work, and also if the work contains hot works, welding, cutting works at heights etc.
 - (c) Personnel deployed by the Contractor for height works of more than 3 meters height shall be subjected to Vertigo test in BHEL from time to time as per BHEL Norms. Disqualified personnel shall not be permitted to work at heights.
 - (d) The contractor shall keep his work place clean and safe to avoid injuries to men and damage to products / equipment.
 - (e) If any leakages are noticed from nearby LPG lines, valves, stop the work and inform the concerned.
 - (f) The work area shall be cordoned off by the contractor to avoid movement of other persons / vehicles.
 - (g) The power tools used during the work shall be insulated and in good condition.

- (h) Unless otherwise required for the work, contractor shall ensure that the work area is free from inflammable materials.
- (i) While carrying out any repair works nearby Liquefied Petroleum Gas (LPG) pipelines, isolation of gas supply shall be ensured by the contractor.
- (j) Contractor shall provide fire retardant cover / enclosure for the LPG lines and other pipelines which require protection from fire.
- (k) If any hazardous waste is generated during execution of work, the same shall be disposed suitably by the Contractor as per the applicable norms and procedures.
- (l) Contractor shall provide adequate number of suitable portable fire extinguishers and sand buckets to mitigate fire exigencies.
- (m) Water buckets / Fire Extinguishers shall be kept ready by the contractor to immediately put off any fire arising out in dry bushes, in & around the work area.
- (n) The contractor and his workmen shall strictly follow the safety instructions at site/workplace as mentioned below:
 - (i) Compliance to the usage of Personal Protective Equipment (PPE) such as Full Body Safety harness, Safety Shoes, Safety Helmets and work related other PPEs while doing the work.
 - (ii) Ensuring safety & safe operation of the equipment brought from outside such as Gas Cylinders, Welding equipment, dismantling & lifting machinery/equipment etc.
- (o) Continuous Supervision of the work and ensuring that the safety systems and procedures are implemented effectively during the work.
- (p) The working team / group shall always carry a **First Aid Box** with all relevant medicines.
- (q) Dismantling, lifting plan / methodology along with safety measures / precautions to be followed during the work shall be submitted by the contractor before carrying out the work.
- (r) The Contractor shall commence the work only after approval of this plan / methodology by BHEL.
- (s) A display board with emergency contact numbers viz., fire station, ambulance, contract executing officer etc. shall be kept at the site by the contractor at his own cost.
- (t) Ignitable materials such as dry grass, weeds, or any other combustible materials shall be removed from the work area.
- (u) Warning Signs: Contractor at his own cost shall provide Display boards like “Work under Progress”, “No Smoking” etc., at the work area.
- (v) Any other safety instructions as stipulated by BHEL from time to time shall be complied with by the contractor and his personnel.
- (w) Workmen insured under ESI Act and PF Act only shall be engaged in the work. The persons not covered under the provisions of ESI Act and PF Act shall not be permitted inside BHEL Factory. Entry Pass to the labour shall be issued only upon fulfillment of this clause and attending Safety Training.
- (x) Power shut down shall be taken by the contractor before commencement of the work wherever power cables are running.

(10) DEPLOYMENT OF SAFETY SUPERVISOR:

For works involving Construction works/Fabrication / Erection / Electrical works or height works /works at roof top, Contractor at his own cost shall deploy one exclusive and dedicated **SAFETY SUPERVISOR** to look after the compliance of Safety precautions & norms in coordination with BHEL’s Contract executing agency and Safety Dept.

(11) LIST OF PPEs (Personal Protective Equipment):

The total safety of operation is Contractor's responsibility. Contractor shall provide the following compulsory and work related PPEs to each workman, at his own cost. He shall provide additional PPEs required if any, at his own cost, in executing the contract.

Compulsory PPEs:

- (a) One safety helmet per annum. Helmet to be replaced as & when it is damaged.**
- (b) One pair of safety shoes per annum along with two pairs of socks. Safety shoes shall be replaced as & when they are damaged.**
- (c) Two pairs of dresses (Uniforms) along with stitching.**

Work related PPEs (as per Work requirement):

- (a) Safety goggles (UV Protective glasses) (min. three per annum)**
- (b) Safety goggles for Grinders (min. four per annum).**
- (c) One Hand shield per annum.**
- (d) One Head / Face shield per annum**
- (e) One pair of hand gloves (leather) per month for material handling**
- (f) Electrical Hand Gloves for working on electrical power lines**
- (g) Cora cloth 1/2 Mt. per month.**
- (h) One soap per month.**
- (i) Ear Plugs (Min.12 No's per annum).**
- (j) Dust masks (Min.24 No's per annum).**
- (k) Full Body Safety Belts / Full Body Harness (Tested & examined once in every six months. Certificate to be submitted) in case of all height works.**
- (l) Fire retardant Protective Clothing and Aprons**
- (m) Face Masks, gas mask, breathing apparatus & other equipment as required for the work etc.**
- (n) Any other relevant Personal Protective Equipment**

Notes on SAFETY:

- (i) All the PPEs shall be as per BHEL Safety Engineering Standards and shall be certified by Safety Engg. Dept.
- (ii) The contractor shall submit first bill within a month and bill shall be paid to the Contractor only after disbursement of all the required PPE's to the work force by the Contractor. The relevant documents shall be submitted to BHEL for verification.
- (iii) The Contractor shall provide and issue all PPEs to all his workmen deployed under the contract at the beginning of the Contract. If the Contractor makes delay in disbursement of PPEs, especially Safety Helmet, Safety Shoes, Uniforms penalty shall be imposed as per respective Penalty Clause of NIT.
- (iv) ***Unless otherwise specified in the Contract, BHEL shall not pay or compensate any amount to the Contractor in compliance of the SAFETY & PPEs Clause of the NIT or providing above PPEs or any other additional PPEs required for the work in complying safety norms or precautions.***

PERIOD OF CONTRACT

- i) The contract shall be, initially, **for a period of 12 months from the date of awardal.**
- ii) **The parties, if mutually agreed upon, may extend the period of contract for a further Period of 12 months on the same terms and conditions.**
- iii) BHEL reserves the right to terminate the contract by issuing thirty (30) days Notice on account of failure of the contractor in discharge their respective contractual obligations mentioned in this contract.

3.7 FAILURE TO COMPLY WITH CONTRACT

- i) Notwithstanding anything contained in any other clause, BHEL reserves the right to terminate the contract due to any failure on the part of the Tenderer in discharging his obligations under the contract or in the event of his becoming insolvent or going into liquidation. The decision of the BHEL about the failure on the part of the Tenderer shall be final and binding on the tenderer.
- ii) In case of any damage to the existing building, structures, materials, tools, furniture and fixtures, machines etc., caused from contractor's end directly or indirectly, the cost of its repairs or replacement will be recovered from the contractor. If there is any work stoppage in any area of the Plant due to the fault of the contractor, the contractor is liable to compensate the same.
- iii) In the event of any failure on the part of the tenderer, BHEL shall have the right without prejudice to any other right or remedies, to get the work done through any other agency and the Tenderer shall be liable to compensate BHEL for any losses on this account. The additional cost, loss, if any incurred by BHEL will be recovered from the bills, security deposits, other dues, directly from the Tenderer or by initiating appropriate legal action.

3.8 PAYMENT TO THE CONTRACTOR

- i. Normally, the periodicity of payment to the contractor shall be on a calendar month basis. The Contractor shall raise the bill for payment as per the contractual terms & conditions mentioned in the contract, which should be duly certified by the BHEL official in charge of the contracted work.

In certain cases due to direct association of work with customer project, payment is made after completion of work. In such cases same will be specified in the NIT/enquiry and the agreement entered into post award of job.

The Contractor shall raise the bill for payment as per the contractual terms and conditions mentioned in the contract, duly supported by completion certificate of job for each Fr-5 TRANSITION PIECES Set (10 Nos) and the same to be duly certified by the BHEL official in charge of the contracted work.

Contract is to be expressed both in terms of required categories of labour and number of labours against each category to ensure that the contractor discharges all the contractual and statutory obligations in respect of labours engaged on the job. At the same time required output in terms of units (i.e. TRANSITION PIECES), is also to be stated to correlate achieved output vis-à-vis desired output.

Following conditions shall be adhered strict during the contract period:

- a. In case there is fall in the achieved output vis-à-vis desired output, contractor is to be warned in two spells.
 - b. If the unsatisfactory performance repeats, contract is liable to be short closed.
- ii. The Contractor shall initially pay the wages, and other statutory payments etc., within the specified time, related to his workmen and then claim bills from BHEL. The contractors would be required to submit their Claims along with the proof of payment of wages, PF, ESI etc., to the respective Departments. The claims will be scrutinized and certified for

payment by the respective department and forwarded to Accounts Department along with HR/IR clearance certificate for effecting payment. Any statutory increase in wages during the contract shall be borne by contractor himself.

- iii. The Contractor shall provide two pairs of Uniform to each of his workmen along with stitching charges and gloves as specified by BHEL. BHEL will not entertain any claim in this regard.
- iv. The contractor shall provide Personal Protective Equipment including one pair per year safety shoe of standard specified by BHEL safety department and two pair's socks to all his workmen during the contract period. BHEL will not entertain any claim in this regard.

3.8.1 SUB-CONTRACTING

The contractor shall not sub-contract or transfer or assign the contract in full or any part thereof to any other person or firm or company without the previous express written approval of BHEL.

3.9 LAWS GOVERNING THE CONTRACT

- i) The contract will be governed by the Laws of India for the time being in force and as amended or made from time to time.
- ii) All disputes shall be settled in accordance with the Laws of India for the time being in force and as amended from time to time.
- iii) All disputes arising out of or in relation to this contract or Agreement shall be settled by mutual discussions through conciliation and in the event of failure of conciliation, such disputes shall be referred to Arbitration in accordance with the provisions of Arbitration and Conciliation Act, 1996.

3.10 LEGAL JURISDICTION:

- i) In respect of all matters arising out of or pertaining to the contract, the cause of action thereof shall be deemed to have arisen only at RC Puram, Hyderabad, where BHEL - HPEP / BHEL PE&SD is situated. All legal proceedings pertaining to the above matters or dispute shall be instituted only in courts having territorial jurisdiction over the place where BHEL-HPEP / BHEL PE&SD is situated and no other court shall have the jurisdiction.

4 DUTIES AND RESPONSIBILITIES OF THE CONTRACTOR:

- 4.1 The duties, responsibilities and obligations of the contractor including statutory responsibilities mentioned in this document are indicative and not exhaustive. Contractors are required to confirm with the concerned authorities for proper and complete compliance.
- 4.2 The contractor will abide by the provisions of Child Labour (Prohibition & Regulation) Rules 1988. He should issue appropriate Appointment Letter to his Workmen.
- 4.3 The following documents / forms under Contract Labour (Regulation & Abolition) Act 1970 and relevant rules therein shall be maintained by the contractor:

- (i) A notice showing the wage period and date of disbursement of wages to be displayed at the place of work and a copy sent by the contractor to the HR Department (Rule 75).
 - (ii) A register of workmen Form XIII (Rule 75)
 - (iii) Employment card Form XIV (Rule 76)
 - (iv) Service Certificate Form XV (Rule 77)
 - (v) Muster Roll, Wage Register, Deductions Register, overtime Register Etc.
 - (vi) Half yearly return to be sent (In duplicate) by the contractor to the licensing officer. Form – XXIV (Rule 82 (I)) with a copy to HRM Department regularly.
 - (vii) All statutory registers and records shall be preserved in original for a period of Ten years and should be made available even after the contract is over for verification.
- 4.4 The contractor shall comply with the provisions of Contract Labour (R & A) Act 1970 including provisions relating to welfare and Health facilities as provided under the Contract Labour (R& A) Act 1970 and relevant rules.
- 4.5 All the Contractors shall submit the half yearly / yearly returns to Regional Labour Commissioner (Central), Hyderabad or appropriate authority as required under contract Labour (Regulation & Abolition) Act 1970 and forward a copy to HR Department.
- 4.6 BHEL, HPEP, RC PURAM – Hyderabad is a Notified Area under the provisions for ESI Act 1948. The contractor shall comply with the provisions of ESI Act, and will be responsible for any liability arising during the tenure of the work contract under the Act. The contractor should ensure ESI coverage and facilities to his workers (i.e. ESI code no. and ESI card etc.) as per ESI Scheme from ESI authorities including Medical Benefit etc.,. The contractor shall arrange for filing of family declaration forms in respect of their contract labors and deposit the same in ESI office for issue of Identity card by ESI authorities. The contractor may deduct required ESI contribution from the wages of their employees as per law and deposit the same (Employees share) along with his contribution to the ESI authorities.
- 4.7 Workmen insured under ESI Act only shall be deployed in contract work. For the Persons not covered under the provisions of ESI Act, the contractor shall take required insurance under Employees Compensation Act 1923 with medical benefit.
- 4.8 The tenderer shall submit bi-annual return in Form 6 along with monthly Challans to the appropriate authority under the provisions of Employee's State Insurance Act 1948, under intimation to HR Dept.
- 4.9 Notwithstanding anything contrary to this, in the event of accident, the contractor shall be required to submit accident / injury report to the concerned authorities with a copy of the same to the designated BHEL Executive immediately and ensure the compliance of the ESI Act and rules made therein.
- 4.10 The tenderer shall submit the following returns to the appropriate authority under the provisions of Employee's Provident Fund and Misc. Provisions Act 1952, Employees Pension Scheme 1995 under intimation to HR Dept.

- (i) Monthly return in Form 12 A along with form 5 & 10 (addition and deletion) and monthly Challan or any other form as modified by PF authorities
 - (ii) Annual Return in Form 6A along with Form 3A.
(till this procedure is discontinued by the PF authorities)
- 4.11 The Contractor shall maintain the following records as required under the Employees Provident Fund and Miscellaneous Provisions Act 1952, Employee's Pension Scheme 1995
- Declaration of Nomination, Form No.2 Para 33 and 61 (1).
 - Attendance.
 - Wage Register.
 - Any other documents / registers as required
- 4.12 The contractor shall regularly on or before prescribed date of every month pay the amount of contribution (employer's contribution as well as the employee's contribution) as per the Employee's Provident Fund and Miscellaneous Provisions Act 1952, Employees Pension Scheme 1995 and Employee's State Insurance Act 1948
- (i) The contractor may recover from his workmen, the employee's contribution in accordance with the provisions of the said act and the Scheme but shall not recover the employer's contribution or the other charges from his employees in any manner.
 - (ii) The contractor shall submit along with monthly bills to BHEL, statement showing the recoveries of contributions in respect of employees employed by or through him along with the proof of Deposit of such contribution with the Concerned Authority and shall also furnish to BHEL such information, in the capacity of principal Employer, as required to be furnished under the provisions of the schemes under the Employees P.F. and Misc. Provisions Act 1952 and ESI Act, 1948 to the authorities under the said Acts.
 - (iii) The Contractor shall arrange for his own P.F. and ESI Code Number from the PF and ESI authorities respectively. The expenditure incurred by the contractor towards payment of the Employers Contribution and PF Administrative charges is already included in the estimated price of BHEL.
- 4.13 In case of revision of Wage/DA by appropriate Government or by BHEL after the award of work, the contractor will bear the difference of increase during the execution of the Contract. Any failure to comply with the statutory requirements on the part of contractor shall disqualify such contractor from all contracts awarded to him and his name shall be black-listed for further tenders / contracts. In addition, the Contractor's security deposit shall be forfeited apart from consequential legal action against him.
- 4.14 The contractor will be required to contribute towards gratuity payment of his employees (contract workers) required as per Payment of Gratuity Act. He will also be responsible to pay retrenchment compensation under the Act. In case of short closing of contract by either side, the Contractor shall settle all dues payable to workmen including Bonus on last working day.
- 4.15 In case the contractor employs women, he will discharge his obligation under law in respect of such women workers such as prohibition of engaging them during night hours, prohibition of employing them more than 9 hours per day, provision of crèche facility, grant of maternity leave as per rules etc.

- 4.16 The Wage period for the Workmen of Contractors engaged on long contracts shall be Calendar Month and the contractor shall be responsible for making payment of wages within 7 days of the closure of the wage month (on 07th day of the calendar month following the wage month) The disbursement shall be preponed to the 6th day, if the 7th day happens to be a holiday. The Contractor would be required to open an Account for Electronic Fund Transfer (EFT) of his Bills/Claims from BHEL as well as EFT of wages/OT/other payments of his workmen from his Bank Account to the Bank Accounts of his workmen so that risks associated with cash transactions can be avoided.
- 4.17 The Contractor shall be required to issue monthly Wage slips /OT Slips to their workmen. Further, the Contractors claims are to be accompanied by a Certificate from BHEL Official certifying that “the Wage /OT Slips for the previous month/current month have been issued by the contractor to all their workmen”. Further, the contractor would be required to issue Annual PF Statement from the PF Authorities for all his workmen engaged in BHEL HPEP, RC PURAM, HYD -32 before submitting Claim for refund of Security Deposit for the respective years.
- 4.18 In case contractor fails to make payment of wages to his employees or remittance of contribution to the concerned authorities, the Security deposit / other dues payable under the contract can be utilized by BHEL to discharge the liability of the contractor.
- 4.19 The workmen of the contractors shall wear uniform while attending duty in BHEL campus. The uniform shall be provided by Contractor to his workmen. The Contractor/his authorized representative shall ensure wearing of the Uniform by his workmen in the BHEL premises.
- 4.20 The liability for compensation on account of injury sustained by an employee of the contractor will be exclusively that of the contractor.
- 4.21 NATIONAL & FESTIVAL HOLIDAYS (as declared by BHEL): The contractor will give paid National Holidays and Festival Holidays to the workers as per Section 5 of National and Festival Holidays Act. However, if due to the exigency of work if any of his workmen is required to work on National Holiday or Festival Holiday, the contractor has to pay wages as per Section 5, sub section 2 and 3 of the said Act.
- 4.22 Besides the four national holidays i.e. 15th August, 26th January, 2nd October and 1st May (May day) if Govt. declares any other day as a national holiday same will be treated as paid holiday for the purpose of this contract. Accordingly the contractor shall be required to provide paid holiday to its workers for the same. If any of the contract worker works on such additional declared national holiday, he will be entitled to additional wage for the said day.
- 4.23 GENERAL ELECTIONS: If the general elections are held for State Assembly / Parliament and Government declares a public holiday for exercising the franchise, the contractor shall give their workmen half day leave in "First" shift only. The contractor's workmen working in “Second” and “Night” shifts will be required to exercise their franchise during their own time.
- 4.24 The Contractor shall maintain the following Documents, Registers, Forms as required under the FACTORIES Act 1948 and Rules 1950 thereof

- | | | |
|------|----------------|-------------|
| (I) | Leave Register | Form No. 15 |
| (II) | Nomination | Form No. 25 |

- 4.25 The contractor will extend leave with wage to his workers @ of one day for every 20 days work. To facilitate the proper execution of the Factories Act, these leaves shall be allowed during the same calendar year. The contractor will pay the un-availed portion of leave in cash along with monthly wages / at the end of Contract period.
- 4.26 Contractor has to ensure that all his workmen are granted one day weekly off after every 48 hrs. of working. The workmen working for more than 48 hours in any week shall be paid wages twice the ordinary rate of wage in accordance with the provisions of Section 59 of the Factories Act, 1948 read with the A.P Factories Rules 1950.
- 4.27 The contractor shall follow safety rules and regulations as per provisions of Factories Act 1948, and Rules at his own expense and arrange for the safety provisions as appended to these conditions or rules framed by the government from time to time.
- 4.28 **Refund of Security Deposit:** Security Deposit of contractor will be refunded to an extent of 90% only after the expiry of the contract period and based on the certification of successful completion of the contract by the concerned Officials and necessary clearances from the PF/ESI authorities and submission of an Undertaking from the contractor, that in case of Claims from any of the statutory authorities, the same would be indemnified by the Contractor. The balance SD (10%) will be released only on completion of audit.
- 4.29 The Contractor shall be required to deposit Service Tax as applicable as assessed by Central Excise Authority (Service tax cell) Hyderabad before 15th of the following month, if same is applicable as per rules in force from time to time. The amount so spent can be claimed from BHEL after submitting the proof of the same.
- 4.30 Contractor shall inform his PAN to BHEL. Income tax as applicable will be deducted at source by BHEL from the bills of contractor.
- 4.31 “GST” All the terms & conditions of the contract wrt. Taxes& duties are subjected to new taxation laws introduced from time to time. Eg. GST.
- 4.32 All the Registers and Records, forms, Notices maintained under the relevant Acts and Rules should be produced on demand before the Inspector or any other authority under the Act, failing which the contract may be terminated without any notice.
- 4.33 Contractor shall be required to submit a list of his workers to be deployed for the works contract giving details regarding Name of contract worker, Fathers Name, permanent and Present Address, Date of Birth, Qualification, Caste-SC/ST/OBC, ESI No, PF No. and the family details.
- 4.34 The contractor shall abide by all the labour legislations and other laws including the provisions of Contract Labour (Regulation & Abolition) Act, 1970, the Factories Act, 1948, the Payment of Wages Act, 1936, the Minimum Wages Act, 1948, ESI Act, 1948, Employee Provident Fund Act, 1952, AP Labour Welfare Fund Act, Payment of Bonus Act 1965, Payment of Gratuity Act 1972, and other relevant Acts applicable to his workmen under this Contract.

- 4.35 BHEL shall be indemnified against all losses, Claims, prosecutions etc. under any law by the contractor in respect of this contract.
- 4.36 The contractor shall promptly furnish all information and document required by BHEL authorities for the purpose of complying with the responsibilities of Occupier of the factory and shall render all the necessary assistance for the same.
- 4.37 The contractor will maintain proper discipline of his workmen and will ensure that his workers do not cause any loss or theft or damage to any company's property. The contractor will also be responsible for the good conduct of his workmen.
- 4.38 The contractor shall ensure and maintain uninterrupted progress of the work in accordance with instructions given to him on behalf of BHEL from time to time.
- 4.39 In case the contractor makes default in commencing the work within the time specified by BHEL without any reasonable cause, disputes any of the terms and conditions of the contract or refuses to execute the contract or any part thereof at any stage, the contract shall, without prejudice to any other right or remedies available to BHEL, be liable to be cancelled / terminated in part or in whole. In the event of such cancellation / termination of contract, the contractor shall be liable; to compensate BHEL for all losses incurred by BHEL including the loss suffered on account of having the work executed through any other contractor or department as may be convenient to BHEL, in accordance with the exigencies of the work. In case only a part of the contract is cancelled, the remaining portion of contract may be allowed be executed by the contractor.
- 4.40 The Contractor, shall, without fail, give up-to-date information in writing of the attendance of the workers engaged by him. The Contractor will also submit the required documents and certificates as prescribed from time to time for the clearance and the payment of the Bill.
- 4.41 Whenever any sum of money is found to be recoverable from or payable by the contractor, the same will be deducted from any sum that may due or which at any time there after becomes due to the contractor under this contract or under any other contract or from his security deposit. In case the recoveries are not complete even after such deduction, the contractor shall pay the same or the balance thereof. The contractor shall immediately thereafter pay such further sums as may be required to replenish the shortage caused by such recoveries in cash.
- 4.42 During the currency of contract, if the contractor is awarded any other job work contract in BHEL, the contractor will have to inform the designated BHEL official before accepting the other work. The labour engaged in this contract will not be engaged elsewhere in any other contract in BHEL.
- 4.43 In case of failure on the part of the contractor to execute the work awarded to him within the stipulated time, the sum equivalent to the EMD as per BHEL Works Policy shall be forfeited as per the Undertaking provided by tenderers, after a week's notice issued by the awarding officer and BHEL may in its discretion award the contract to any other party.
- 4.44 In case of any extra work executed by the contractor, the contractor will be paid on pro-rata basis.

- 4.45 All the Terms and Conditions as mentioned in Work Order will also form a part of the Agreement.
- 4.46 BHEL shall have the right to deduct any sum from the bill of the contractor for making good the loss suffered by a worker or workers by reason of non-fulfillment of the conditions of the contract, Non- payment of wages or of deduction made from his or their wages which are not justified by the terms of the contract or non-observance of the said contract Labour regulations.
- 4.47 The contractor shall be responsible for observance of local laws, employment of personnel, payment of taxes etc. As far as possible, workers shall be engaged from the local areas in which the work is being executed.
- 4.48 The contractor shall be wholly responsible for the behavior of the workmen at the work place and outside, in the BHEL premises.
- 4.49 The contractor shall be responsible for safe custody of BHEL's property like materials, tools etc., entrusted to him and if necessary arrange insurance at his own expense.
- 4.50 The contractor shall be responsible to make good and rectify at his own expense any defect, which may develop or may be noticed within the period of the contract.
- 4.51 BHEL shall be entitled to recover any payment made on behalf of the contractor under any law or otherwise.
- 4.52 BHEL Officer In-charge shall have the right to stop the work at any stage or at any time by giving the contractor seven days' notice in writing.

4.53 Penalty clause:

0.50 % of the value of work or part thereof will be levied for every week delay in Initial deployment of requisite manpower from the date of Commencement of work subject to a maximum of 10 % value of the work. Penalty amount so determined along with applicable GST thereon shall be recovered. In addition, other performance related penalties shall be applicable as per the description given below and amount of penalty will be calculated on daily basis and this amount will be deducted from running bill on monthly basis.:

S.No	Description of Irregularities	Penalty
1	For short supply of man hours	Penalty will be applicable to the contractor if the man hours deployment falls short of 80 % of requisitioned man hours in each work area (No. of hours short of 80% of requisitioned man hours x Rate/Hr x 1.5)
2	For non-performance of activities under scope of work	1.5 times hourly rate for the non-executed activities. This is to be calculated by the executing department

3	For not wearing uniform, safety shoe, helmet etc. by the laborers.	Rs.50/- per day per workman.
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4.54 **Arbitration & conciliation clause:**

Except as provided elsewhere in this Contract, in case amicable settlement is not reached between the Parties, in respect of any dispute or difference; arising out of the formation, breach, termination, validity or execution of the Contract; or, the respective rights and liabilities of the Parties; or, in relation to interpretation of any provision of the Contract; or, in any manner touching upon the Contract, then, either Party may, by a notice in writing to the other Party refer such dispute or difference to the sole arbitration of an arbitrator appointed by Head of the BHEL Unit/Region/Division issuing the Contract.

The Arbitrator shall pass a reasoned award and the award of the Arbitrator shall be final and binding upon the Parties.

Subject as aforesaid, the provisions of Arbitration and Conciliation Act 1995 (India) or statutory modifications or re-enactments thereof and the rules made thereunder and for the time being in force shall apply to the arbitration proceedings under this clause. The seat of arbitration shall be BHEL Hyderabad.

The cost of arbitration shall be borne as per the award of the Arbitrator, Subject to the arbitration in terms of Clause above, the Courts at Sangareddy shall have exclusive jurisdiction over any matter arising out of or in connection with this Contract, Notwithstanding the existence or any dispute or differences and/or reference for the arbitration, the Contractor shall proceed with and continue without hindrance the performance of its obligations under this Contract with due diligence and expedition In a professional manner except where the Contract has been terminated by either Party in terms of this Contract.

4.55 **Breach of Contract**

In case of breach of contract, wherever the value of security instruments like performance bank guarantee, Security Deposit available with BHEL against the said contract is at least 10% of the contract value, the same shall be encashed. In case the value of the security instruments available is less than 10% of the contract value, the balance amount be recovered from other financial remedies (i.e. available bills of the contractor, retention amount, etc. with BHEL) or legal remedies be pursued.

Further, levy of liquidated damages, debarment, termination, de-scoping, short-closure, etc., shall be applied as per provisions of the contract.

SCHEDULE 'A'

Contract period: 12 Month from the date of award of contract

CONTRACT WORK DESCRIPTION (PART-1):

BHEL-HPEP, (Place of work to be executed and nature of work to be executed)

Place of work: 03 Block GT (SG)

Nature of work: "WELDING OF GT FR-5 TRANSITION PIECES AND ASSEMBLY IN 360 Deg FIXTURE".

Drawing No : 03510951001 Rev- 05

For Fr-5 TP scope of work please refer Annexure - 1.

Note: In addition to the above activities, if there are any changes in the relevant drawings during execution, the same are to be performed.

6-A TECHNO-COMMERCIAL BID APPLICATION

To,

Bharat Heavy Electricals Limited
H.P.E.P., RC PURAM,
HYDERABAD-32

Dear Sir,

I / We hereby offer to carry out the work ‘-----’ against Tender Enquiry No. -----

I /We have carefully perused the following documents connected with the above mentioned work and agree to abide with the same.

- | | | |
|----------------------------------|---|------------|
| 1. Notice Inviting Tender | } | (Part – A) |
| 2. Bid Application | | |
| 3. Bid Questionnaire – A | | |
| 4. Bid Questionnaire – B | | |
| 5. Declaration by Tenderer | | |
| 6. Instructions to tenderer | | |
| 7. General terms and conditions | | |
| 8. Specific terms and conditions | | |
| 9. Evaluation of price bid | | |
| 10. Scope of Work & Schedule-A | | |
| 11. Price Bid Format | | (Part – B) |

I/ We further agree to execute all the works referred to in the said documents as per the General terms and conditions.

I am /We are in possession of independent PF/ESI Code. I/We undertake to obtain applicable the PF/ESI coverage of all our workmen to be deployed for the above work and also agree for recovery of appropriate PF/ESI contribution from wages/bills

Strike out which is not applicable

Signature of Tenderer

PART - A
TECHNICAL BID - I

Tender Enquiry No.:

Date :

Details of the Contractor:

a) Name and address of the Firm:

b) Name and address of the proprietor:

c) Is any contract being operated under the Control of the tenderer in BHEL. Yes / No
(If yes furnish the details) :

	<u>Location/ Address</u>	<u>Value</u>	<u>Date of Completion</u>
1.			
2.			

d) Is any relative of tenderer Employed in BHEL Yes / No

(If yes furnish the detail)

Name	Staff no	Location / Area

e) Contact nos / Telephone nos:

Signature of the Tenderer
Date :

TECHNICAL BID - II

01	ESI Code No. (enclose copy of ESI code allotment letter of ESI authority)	
02	PAN No.	
03	PF Code No. (enclose copy of PF code allotment letter of EPF authority)	
04	Service Tax Registration No.	
05	Banker's Name & Address	
06	Bank A/C No. & Branch	
07	Bankers Solvency Certificate	YES / NO
08	Have you quoted rates for all the activities, as indicated in the price bid (TENDER FORM- II)	YES / NO
09	Financial Turnover for preceeding three years duly certified by qualified Chartered Accountant: Example Fy: 2021-22 Fy: 2022-23 Fy: 2023-24	
10	Any other comments	

Note:

- I. Photocopy in support of above wherever applicable should be attached.
- II. Please note that if answer of SI No.01, 03, 08 or 09 is not available or 'No' then the bid is liable to be rejected.

Signature of the Tenderer

Date:

(In case the department concern requires specific information same may be sought by modifying the above proforma appropriately)

SPECIAL TERMS & CONDITIONS OF CONTRACT

- i. The quantity of raw materials drawn, if any from the Stores and balance unused should be accounted and returned to the Stores.
- ii. Ensure cleanliness of the preparation area/work spot before and after the work on daily basis.
- iii. The quantity will be counted, measured and weighed and certified by the authorized persons.
- iv. The quantity may slightly vary depending on the requirement which will be informed in advance by BHEL.
- v. The payment will be as per actual quantity prepared, executed and accounted.
- vi. In case of delay of payment of wages to the contract labour by the contractor, for more than a week, the contract executing officer will initiate action for payment of wages directly from BHEL side and recover the same from the payments due to the contractor along with penalty as decided by the respective product head. In case, the contractor default/fail to pay wages to the contract labour repeatedly (more than once) the contract executing officer shall take action for payment of wages directly by BHEL and contract may be short closed despite blacklisting/banning the said contractor from participating in the future bidding/tendering in BHEL.
- vii. Experience Certificate: On completion of contract, the contractor will be issued an experience certificate as per BHEL extant rules.

EVALUATION OF PRICE BID:

- i. A single rate must be quoted for each category mentioned in the price bid Proforma as the job would be awarded to one or more successful tenderer.
- ii. Evaluation of the L-1 offer shall be computed on overall lowest cost to BHEL basis. (Grand Total Price for all the items indicated above minus tax credit, if, any)
- iii. In the event of two or more tenderers becoming L1, the said tenderers would be called for negotiation and will be instructed to submit fresh price bid offers. Further, in the event of two or more tenderers becoming L1, the selection of the tenderer for the purpose of awarding contract will be on the basis of LOTTERY to be held in presence of representatives of L1 tenderers
- iv. Contractor shall take total care to educate himself to know the prevailing wages payable to contract labour in BHEL RC puram and quote rates taking into account all aspects of contract.
- v. **In the opinion of the tender committee, that the rate quoted by the L1 contractor is not viable, the tender committee shall reject the tender of such L1 contractor and go for next lowest bidder. In case the rate of next lowest bidding also not viable the tender committee shall cancel the tender and advise for fresh tender.**

7.0 DECLARATION BY TENDERER

I, _____, aged-----Yrs., S/o _____,
residing at _____

Hereby declare as follows:

- (i) That my nationality is _____.
- (ii) That I am a major and eligible to enter into contract / my firm / my company is competent to enter into an agreement.
- (iii) I shall employ only such personnel who have not been found unfit for employment in Organizations such as Central / state / Public undertaking by the Police Authorities.
- (iv) I shall not employ persons against whom Criminal cases are pending or under investigation.
- (v) I shall also not employ persons found guilty of offences involving moral turpitude for executing work in BHEL contracts.
- (vi) That there are no Criminal cases pending or under investigation against me or my firm or company.
- (vii) I have not been found guilty of offences involving moral turpitude nor any of the company directors / partners of my firm have been found guilty of offences involving moral turpitude.
- (viii) Neither myself nor my firm nor my company has been declared insolvent in the past.
- (ix) I have taken due care and efforts to furnish only information which are true in the tender document.
- (x) I shall employ labours who are more than 18 years of age and having sound physical and mental health.
- (xi) I shall keep Photograph / identity proof / residential proof of the labourers to be employed against this tender and arrange for police verification.

[Signature with Name & seal of the Tenderer]

Date :
Place :

8.0 Administrative Mechanism for Resolution of CPSEs Disputes (AMRCD)

8.1 Applicability:

In the event of any dispute or difference relating to the interpretation and application of the provisions of commercial contract(s) between Central Public Sector Enterprises (CPSEs) Port Trust inter se and also between CPSEs and Government Departments/Organizations (excluding disputes concerning Railways, Income Tax, Customs & Excise Departments), Such dispute or difference shall be taken up by either party for its resolution through AMRCD.

8.2 As per the approved new mechanism to resolve the commercial disputes, the following structure and procedure shall be followed by the concerned disputing parties.

A. Structure :

I) At the First level (tier), such commercial disputes shall be referred to a Committee comprising of Secretaries of the Administrative Ministries/Departments to which the disputing CPSEs/Parties belong and Secretary-D/o Legal Affairs. The Financial Advisors (FAs) of the two concerned Administrative Ministries/Departments will represent the issues related to the dispute in question before the above Committee. In case the two disputing parties belong to the same Ministry/Department, the above said Committee will comprise Secretary of the administrative Secretary – Department concerned, Secretary-D/o Legal Affairs and Secretary-Department of Public Enterprises. In such a case, the matter may be represented before the Committee by the FA and one Joint Secretary of the Ministry/Department.

Further, in case of a dispute between CPSE and State Government Department/Organization, the above said Committee will comprise the Secretary of the Ministry/Department of the Union to which the CPSE belongs and Secretary-D/o Legal Affairs and a senior officer nominated by the Chief Secretary of the State concerned. In such a case, the matter will be represented before the Committee by the FA of the concerned administrative Ministry/Department and the concerned Principal Secretary of the State Government Department /Organization.

II) In case the dispute remains unresolved even after consideration by the above Committee, the same will be referred at the Second level (tier) to the Cabinet Secretary, whose decision will be final and binding on all concerned.

B. Procedure :

I) At the First level (tier), the claiming party (Claimant) will approach the FA of it's administrative Ministry/Department for representing the dispute before the Secretary of it's administrative Ministry/Department. The Secretary of administrative Ministry/Department of claiming party will intimate the same to the Secretary of administrative Ministry/Department of responding party (Respondent) and Secretary-D/o Legal Affairs and thereafter meetings will take place in the administrative Ministries/Departments of the claiming party to examine the facts and resolve the dispute on merit. The FAs of the concerned administrative Ministries/ Departments will represent the issues related to the disputes in question before the above Committee. After arriving at a decision by the Committee, the Secretary of the administrative Ministry/Department of the claiming party will write down the decision and it will be signed jointly by both the Secretaries and Secretary-D/o Legal Affairs. A copy of the decision will be communicated by the Secretary of the administrative Ministry/ Department of the claiming party to each party to the dispute for implementation.

In case where one party (1st Party) to the dispute is a Department/Organization of a State Government, the procedure for admitting the dispute will be same as above, however, all meetings in connection with resolution of the dispute will be held in the administrative Ministry/Department (Union) of other party (2nd Party) irrespective of the position of the 1st Party whether as a Claimant or Respondent. The presentation of the issues before the above Committee in this case will be done by the FA of the concerned Administrative Ministry/Department and concerned principal Secretary of the State Government Department / Organization.

II) The Committee of Secretary at the First level (tier) shall finalize its decision within 3 months after having received the reference/notice in writing regarding the dispute from the concerned aggrieved party.

8.3. Appeal :

Any party aggrieved with the decision of the Committee at the First level (tier) may prefer an appeal before the Cabinet Secretary at the Second level(tier) within 15 days from the date of receipt of decision of the Committee at First Level, through its administrative Ministry /Department, whose decision will be final and binding on all concerned.

9.0 Price Variation Clause (PVC):

This is firm price contract. PVC is not applicable.

10.0 Cost Overrun Clause:

Cost Overrun clause is not applicable.

NON PAYMENT / DELAY / SHORT PAYMENT OF WAGES

Obligation of Principal Employer under Payment of Wages Act 1936 / Contract labour (R&A) Act 1971 and Rules made thereof :

1. As a Principal Employer it is our bound duty to ensure that wages are paid to all the contract labours engaged by various contractors in BHEL RC Puram Unit as specified below:
2. As per BHEL guidelines all the contractors are required to pay wages to all their contract labour on or before 7th of every month in case of monthly wage period and every Saturday in case of weekly payments.
3. Any delay in this regards attracts penalty under Payment of Wages Act 1936 as well as under the provisions of Contract Labour (R&A) Act 1970. In such cases it is the responsibility of the Principal Employer to pay the wages to the contract labour and recover the same from the dues payable by BHEL to the contractors. In case of such violation of above provisions i.e., delay in payment by the contractor the Contract Executing Officer shall take following action immediately:
 - a. In case of delay or non-payment of wages by the contractor by designated date/day, the contract executing officer shall issue a letter seeking explanation for non-payment of wages and instruct the contractor to arrange payment immediately not later than a week.
 - b. In case the contractor not acted on the said letter, the contract executing officer shall take immediate action to initiate a note for drawing advance to the extent of the dues payable to the contract labours by the contractor with the concurrence of Finance department and approval of General Manager/HOD, pay the wages directly to the affected labours through their respective Bank Account. The PF/ESI contribution into the respective authorities under the same contractor PF/ESI code. The amount so drawn shall be adjusted against the outstanding bills/payment/SD/EMD or any other payment due to the contractor by BHEL RC Puram Unit.
 - c. The Contract Executing officer shall take necessary action against the contractor to short close the contract and the contractor shall be black listed.

TAXES & DUTIES

- a. Only valid GST registered bidders will be considered for the tender. The GSTIN of the bidder should be clearly mentioned in the offer.
- b. If bidder is exempted from GST registration under any provision of the GST Law, a declaration with due supporting documents should be furnished for considering the offer.
- c. Bidder to quote the applicable taxes in the following manner:
 - Harmonized System of Nomenclature (HSN) of Good
 - Services Accounting Code (SAC) of Services.
 - IGST/CGST/SGST/UTGST: Rate of Tax to be quoted as extra in % against the space provided
- d. Bidders to ensure correct applicability of IGST/CGST/SGST/UTGST based on the Inter / Intra state movement of goods/services.
- e. In case Bidder has opted for GST Composition Scheme, the same may be stated explicitly both in their technical and price bids. An undertaking to the effect that any change in the status of the bidder will be intimated.
- f. Any other taxes & duties not covered anywhere above may be indicated separately.
- g. Taxes deducted at source:
 - TDS as per the extant statutes shall be deducted.
 - In case bidder does not provide PAN details, higher rate of tax shall be deducted as per the Act.
 - Concessional certificates, if any, should be provided well in time for lower deduction of tax.
- h. Terms & Conditions to be complied in GST
 - i) All invoices (incl. Credit Notes, Debit Notes) to contain BHEL HPEP GSTIN ie 36AAACB4146P1ZG. Invoices submitted should be in the format as specified under GST Law. All details as mentioned in Invoice Rules including Dealer GST registration number (GSTIN), invoice number with date of issue, quantity, rate, value, taxes with nomenclature – CGST, SGST, UGST, IGST mentioned separately, HSN Code / SAC Code etc.
 - ii) Reimbursement of GST amount will be made only upon completion of the following:
 - Bidder declaring such invoice in their GSTR-1 Return/ IFF
 - Receipt of Goods or Services and Submission of Tax invoice by BHEL
 - The tax invoice is reflected in the GSTR2B of BHEL, HPEP (buyer). Payment of GST will be made only if it is matching with data uploaded by the Bidder in GST portal.
 - iii) In case of discrepancy in the data uploaded by the bidder in the GSTN portal vis-a-vis the tax invoice or in case of any shortages or rejection in the supply, then BHEL will not be able to avail the tax credit. The same would be available in PRADAN Portal for the bidder's information. Bidder has to rectify the data discrepancy in the GSTN portal or issue credit note or debit note (details also to be uploaded

in GSTN portal) for the shortages or rejections in the supplies or additional claims for processing of such invoices.

- iv) In cases where invoice details have been uploaded by the bidder but failed to remit the GST amount to GST Department within stipulated time, then GST on the invoices in default will be recovered from the bidder along with the applicable interest.
- v) In case GST credit is delayed/denied to BHEL due to non/delayed receipt of goods and/or tax invoice or expiry of timeline prescribed in GST law for availing such ITC, or any other reasons not attributable to BHEL, such GST amount will be recoverable from bidder along with interest levied/leviable on BHEL.
- vi) Under GST regime, BHEL has to discharge GST liability on LD recovered from bidders. Hence applicable GST shall also be recoverable from bidders on LD amount. For this Tax Invoice digitally signed will be issued by BHEL indicating the respective supply invoice number. The same can be downloaded from PRADAN Portal.
- vii) GST TDS deducted as per GST Act, is uploaded in GSTN portal along GSTR7. Bidders can directly download the GST TDS Certificate from the GSTN Portal.
- viii) Bidders to note that Rules & Regulations pertaining to E-way bill & E-Invoicing system are to be strictly adhered to, as and when notified by Govt. authorities

MSE SUPPLIER (MICRO AND SMALL ENTERPRISES)

MSE suppliers can avail the intended benefits (Tender documents fee of cost, exemption of EMD) only if they submit along with the offer, either valid NSIC certificate or Udyam Registration certificate along with CA certificate (Format enclosed at Annexure-A) applicable for the relevant financial year (latest audited). Date to be reckoned for determining the deemed validity will be the date of bid opening (Part 1 in case of two part bid). Non submission of such documents will lead to consideration of their bid at par with other bidders. No benefit shall be applicable for this enquiry if any deficiency in the above required documents are not submitted before price bid opening. If the tender is to be submitted through e- procurement portal, then the above required documents are to be uploaded on the portal.

Annexure-A

Certificate by Chartered Accountant on letter head for MSME bidder

This is to Certify that M/S

.....
.....

(hereinafter referred to as 'company') having its registered office at
.....

.....is registered under Micro, Small and Medium Enterprises
Development Act , 2006 (MSMED Act, 2006) having Udyam Registration Number
No:.....Category:.....,
(Micro/Small/Medium)(Copy enclosed).

Further Verified from the Books of Accounts, the investment and turnover of enterprise for the
latest audited financial year is as follows:

1. Investment in plant and machinery or equipment (i.e. all tangible assets other than land and building, furniture and fittings) calculated as specified by the Ministry of Micro Small and Medium Enterprises vide its notification No. S.O.2119 (E) Dated: 26.06.2020 is ₹.....Lacs.
2. Turnover of the enterprise calculated as specified by the Ministry of Micro Small and Medium Enterprises vide its notification No. S.O.2119 (E) Dated: 26.06.2020 is ₹.....Lacs.
3. The above investment in plant and machinery or equipment is within the permissible limit of ₹..... Lacs and Turnover is within the permissible limit of ₹..... Lacs applicable for..... Micro / Small / Medium (Strike off which is not applicable) Category under MSMED Act 2006.

Date:

(Signature)

Name –

Membership Number –

Seal of Chartered Accountant.