

✓ Revised ESI contribution rates w.e.f. 01/07/2019	Works Policy 2016 (ppt)								
✓ eMail for compliance dtd 05/01/2017	Minimum wages Circulars								
✓ ESIC Notofication (Increase in ESIC ceiling from 15000 to 21000)	M P State Minimum Wages for Skilled/Semi-skilled/Un-skilled workers under Scheduled employments of Minimum Wages Act, 1948 - effective from 01/04/2020 NEW								
✓ Works Contract Coordinators - GMwise/Deptwise (updated till 17/11/16 8:30am)	<table border="1"> <tr> <th>Type of Worker</th><th>BHEL Recommended daily wages Effective from 01.04.2020 NEW</th></tr> <tr> <td>Skilled</td><td>Rs.474.94</td></tr> <tr> <td>Semi-skilled</td><td>Rs.453.56</td></tr> <tr> <td>Unskilled</td><td>Rs.429.32</td></tr> </table>	Type of Worker	BHEL Recommended daily wages Effective from 01.04.2020 NEW	Skilled	Rs.474.94	Semi-skilled	Rs.453.56	Unskilled	Rs.429.32
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Skilled	Rs.474.94								
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✓ Implementation of Integrity Pact in BHEL- Insertion of New clause in NIT	<table border="1"> <tr> <th>Type of Worker</th><th>BHEL Recommended daily wages Effective from 01.10.2019</th></tr> <tr> <td>Skilled</td><td>Rs.462.94</td></tr> <tr> <td>Semi-skilled</td><td>Rs.441.56</td></tr> <tr> <td>Unskilled</td><td>Rs.417.32</td></tr> </table>	Type of Worker	BHEL Recommended daily wages Effective from 01.10.2019	Skilled	Rs.462.94	Semi-skilled	Rs.441.56	Unskilled	Rs.417.32
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✓ IOM No.AA/HR IR CL dated 17.06.16 - Insertion of New Clause in NIT	<table border="1"> <tr> <th>Type of Worker</th><th>BHEL Recommended daily wages Effective from 01.04.2019</th></tr> <tr> <td>Skilled</td><td>Rs.452.94</td></tr> <tr> <td>Semi-skilled</td><td>Rs.431.56</td></tr> <tr> <td>Unskilled</td><td>Rs.407.32</td></tr> </table>	Type of Worker	BHEL Recommended daily wages Effective from 01.04.2019	Skilled	Rs.452.94	Semi-skilled	Rs.431.56	Unskilled	Rs.407.32
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Semi-skilled	Rs.431.56								
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✓ Amendment to bonus circular dtd 18.04.2016									
✓ Bonus Circular 2015-16									
✓ Revised Guidelines for Dos & Dont's for P.E.under Contract Labour (R&A) Act 1970	<table border="1"> <tr> <th>Type of Worker</th><th>BHEL Recommended daily wages Effective from 01.10.2018</th></tr> <tr> <td>Skilled</td><td>Rs.440.94</td></tr> <tr> <td>Semi-skilled</td><td>Rs.419.56</td></tr> <tr> <td>Unskilled</td><td>Rs.395.32</td></tr> </table>	Type of Worker	BHEL Recommended daily wages Effective from 01.10.2018	Skilled	Rs.440.94	Semi-skilled	Rs.419.56	Unskilled	Rs.395.32
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Skilled	Rs.440.94								
Semi-skilled	Rs.419.56								
Unskilled	Rs.395.32								
✓ Banning of Contractor M/s Gopinath Gupta for future business dealings									
✓ Guidelines for Suspension of Business dealing with Suppliers and Contractors-2009	<table border="1"> <tr> <th>Type of Worker</th><th>BHEL Recommended daily wages Effective from 01.04.2018</th></tr> <tr> <td>Skilled</td><td>Rs.438.94</td></tr> <tr> <td>Semi-skilled</td><td>Rs.417.56</td></tr> <tr> <td>Unskilled</td><td>Rs.393.32</td></tr> </table>	Type of Worker	BHEL Recommended daily wages Effective from 01.04.2018	Skilled	Rs.438.94	Semi-skilled	Rs.417.56	Unskilled	Rs.393.32
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Skilled	Rs.438.94								
Semi-skilled	Rs.417.56								
Unskilled	Rs.393.32								
✓ Submission of details regarding Category & MSME status by Contractors (email dtd 31/08/2015)	(01/04/17 to 31/03/18 - Rate was same. 01/10/17 to 31/03/18 No change)								
✓ Police verification of contract workers already having Smart Cards (email dtd 08/08/2015)	<table border="1"> <tr> <th>Type of Worker</th><th>BHEL Recommended daily wages Effective from 01.04.2017</th></tr> <tr> <td>Skilled</td><td>Rs.430.94</td></tr> <tr> <td>Semi-skilled</td><td>Rs.409.56</td></tr> <tr> <td>Unskilled</td><td>Rs.385.32</td></tr> </table>	Type of Worker	BHEL Recommended daily wages Effective from 01.04.2017	Skilled	Rs.430.94	Semi-skilled	Rs.409.56	Unskilled	Rs.385.32
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✓ Police Verification of Contract Workers (email dtd 07.08.2015)	<table border="1"> <tr> <th>Type of Worker</th><th>BHEL Recommended daily wages Effective from 01.10.2016</th></tr> <tr> <td>Skilled</td><td>Rs.423.94</td></tr> <tr> <td>Semi-skilled</td><td>Rs.402.56</td></tr> <tr> <td>Unskilled</td><td>Rs.378.32</td></tr> </table>	Type of Worker	BHEL Recommended daily wages Effective from 01.10.2016	Skilled	Rs.423.94	Semi-skilled	Rs.402.56	Unskilled	Rs.378.32
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✓ Format Reduction in PF Admin Charges from 0.65% to 0.50% - Effective Rate is 13.00% (wef 01.june 2018) NEW	<table border="1"> <tr> <th>Type of Worker</th><th>BHEL Recommended daily wages Effective from 01.04.2016</th></tr> <tr> <td>Skilled</td><td>Rs.420.10</td></tr> <tr> <td>Semi-skilled</td><td>Rs.398.72</td></tr> <tr> <td>Unskilled</td><td>Rs.374.48</td></tr> </table>	Type of Worker	BHEL Recommended daily wages Effective from 01.04.2016	Skilled	Rs.420.10	Semi-skilled	Rs.398.72	Unskilled	Rs.374.48
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✓ वर्क्स कांटेक्ट हेतु चेक लिस्ट/Checklist for Works Contract									
✓ BHEL Bhopal Circular on Statutory wage ceiling for ESI & Bonus -ESI Standard Note	<table border="1"> <tr> <th>Type of Worker</th><th>BHEL Recommended daily wages Effective from 01.10.2015</th></tr> <tr> <td>Skilled</td><td>Rs. 410.10</td></tr> <tr> <td>Semi-skilled</td><td>Rs.388.72</td></tr> <tr> <td>Unskilled</td><td>Rs. 364.48</td></tr> </table>	Type of Worker	BHEL Recommended daily wages Effective from 01.10.2015	Skilled	Rs. 410.10	Semi-skilled	Rs.388.72	Unskilled	Rs. 364.48
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(Effective from
01/11/2011)
-Payment of
Bonus, Ministry of
Labour and
Employment, GoI

☒ [Format VII](#)

Type of Worker	BHEL Recommended daily wages Effective from 01.04.2015 to 30/09/2015
Skilled	Rs. 407.22
Semi-skilled	Rs. 385.84
Unskilled	Rs. 361.60

Guidelines about Work Order

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

Site designed & developed by HR-Contract Labour Cell
Last updated on 30/10/2018