



**TENDER DOCUMENT  
For Service Contract**

**For Tender Enquiry No : FCX/ TE/06/14/R**

**For**

**(Critical civil maintenance works  
including sheeting, crane line  
maintenance &  
dismantling/demolishing of structures  
inside fy area.)**

**Contact Person :**

Name : K.D. Gupta  
Désignation : MGR  
Email : kdgupta@bheljhs.co.in  
PH : 0510 – 241 – 2385  
Or

Name : Vikas Bhatt  
Designation : Sr. Engineer  
Email : vikas.bhatt@bheljhs.co.in  
PH : 0510 – 241 – 2285

**Tender Due Date : 24/01/2017 at 13 :15 Hrs**

**Tender Opening Date : 24/01/2017 at 14 :00 Hrs**

Rev .... Date .....	Short details of revision (In case of revision in tender document, other wise NA
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**DETAILS OF TENDER DOCUMENT**

**SCOPE of work: Critical civil maintenance works including sheeting, crane line maintenance & dismantling /demolishing of structures inside fy area.**

The detailed content of tender document are as follows:

Sl. No.	Description	Schedule	No. of Pages
01.	Details Of Tender	-	2
02.	Notice Inviting Tender	A	3
03.	Scope of Work & Work Specifications	B	4
04	Qualifying Requirements	C	5
05.	Instructions to Tenderers	D	6
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08	Other General Terms & Conditions	G	10 to 17
09	Criteria for measurement of work	H	18
10	Technical Bid	I	19 to 21
11	Price Bid and basis of offer	J (a), (b)	22 to 24
12	Annexures	K	25 to 28

The duly filled in Technical and Price / Rate bids (Schedule: I and J, separately) along with the instructions to the tenders, Contractor's Obligations, General Terms and Conditions with the signature of the tender on all the pages and complete in all respects super scribed as "Quotation for Tender No. "should reach us in a sealed cover on or before as mentioned through Registered / Speed post or the same may be dropped in the tender box available at the following address:

To  
Tender Box  
CISF Control Room/Office  
Administrative Building  
Bharat Heavy Electricals Limited  
Jhansi-284 120. UP

*Note: Dropping of tender in the Tender Box within schedule time and date is the Responsibility of the bidder*

I/We agree with the above  
Signature of contractor with Seal

Executive In-Charge

## Annexure 'A'

**NOTICE INVITING TENDER**

S. No.	Particulars	Details
1	Brief Description of work	Critical civil maintenance works including sheeting, crane line maintenance & dismantling /demolishing of structures inside fy area.
2	Tender Evaluation Criteria	(As per Annexure – E)
3	Duration of the Contract	One Year from award of work
4	Last date of receipt of the Tender	Upto 13:15 hrs on 24/01/2017
5	Date of opening Tender	14.00 hours on 24/01/2017
6	Address for submitting the tender	(as on page # 2)
7	Earnest Money Deposit * (EMD)	Rs. 9900/- (Nine Thousand Nine Hundred rupees only)
8	Cost of tender	Rs. 200 plus VAT (14.5% as applicable) = Total Rs. 229/- (payable in case at BHEL cash office or through a Demand Draft in favor of "BHEL, Jhansi" along with technical bid, in case the documents downloaded from website)
9	Validity of Offer	120 days
10	Security Deposit	As per Annexure G

**Note: \***

For works/ services with estimates upto Rs 10 Crs 2% of the estimated cost

For works/ services with estimates more than Rs 10 Crs 20 lakhs plus 1% of the estimated cost over Rs 10 crs.

The EMD may be accepted only in the following forms:

(i) Cash deposit as permissible under the extant Income Tax Act (before tender opening)

(ii) Electronic Fund Transfer credited in BHEL account (before tender opening)

(iii) Banker's cheque/ Pay order/ Demand draft, in favour of BHEL (along with offer)

In case total EMD amount is more than Rs 20 Lakh, the amount in excess of Rs 20 lakh may be accepted in the form of Bank Guarantee from scheduled bank. The Bank Guarantee in such cases shall be valid for at least six months.

The contractors may physically visit the work place before quoting their rates. For relevant details please visit our website "www.bhel.com" & www.bheljhs.co.in

I/We agree with the above

Signature of contractor with Seal

Executive In-Charge

**WORK SPECIFICATION**

S. No	DESCRIPTION OF ITEM	Unit	Qty
1	Chisseling of floors /wall plaster/slab plaster	Nos	300
2	Chisseling /breaking of RCC/CC approx one Cu feet volume	Nos	200
3	Replacing broken/defective AS/Translucent sheet upto 2 meter	Nos	200.00
4	Do-bul for sheet Do-bul for sheet 2mtr size	Nos	100.00
5	Repairing of damaged AC/ Translucent sheet up to 2 meter long	Nos	100.00
6	Replacing of broke/defective north light section	Nos	100.00
7	Replacing broken /defective S Louver New S louver shall	Nos	100.00
8	Cleaning of Roof Gutters above 12m height in factory area.	Nos	5000.00
9	Checking of EOT Crane line of different shops at height approx 8 to 17 mtr (approximate) inside factory premises	R mtr	3000
10	Maintenance of EOT crane line at height approx 8 to 17 mtr (approximate) situated inside factory premises	R mtr	3000
11	Replacing/Shifting of EOT crane line at height approx 8 to 17 mtr situated inside factory premises	R mtr	300
12	Repairing of down take MS pipe/ joint for 100 mm, 150mm dia pipe at different places inside factory premises.	Nos	60.00
13	Replacing/fixing of galvalume sheet of any size on roof, side sheet, and other accessories for sheet etc inside fy area as when required.	m2	148.00
14	Making / fixing of new M.S. Gutter above 12 mtr height situated at different places inside factory premises	Mtr	57.00
15	Dismantling of concrete and disposal of rubbish material as per direction of Engineer in charge.	M3	20.00
16	Dismantling of steel structure.	Kg	4050.00

**QUALIFYING REQUIREMENTS**

1. Should have independent ESI Code number
2. Should have PAN/TAN number
3. Should have Service Tax number (PAN based)
4. Self certificate that he is not blacklisted/banned/delisted on the date of tender.
5. Should have UPVAT/TIN and/or CST No. (whichever is applicable), if material is supplied/consumed Certificate Issued by Sales Tax Dept to be enclosed.
6. Self Declaration that he is not blacklisted/under hold from BHEL Jhansi or banned by any unit/region/office of BHEL
7. Self Declaration that he should not be guilty by a Court of Law in India for any offence involving fraud, dishonesty and moral turpitude.
8. Documentary proof in support of above eligibility criteria alongwith EMD shall be submitted along with Techno Commercial Bid at Annexure I
9. **i) Average Annual financial** turnover during the last 3 years, ending 31<sup>st</sup> March 2016 should be at least **Rs. 1.48 Lakhs**. (Duly audited Financial Statement/ Balance sheet / Certificate from CA to be submitted as a supporting document). Provisional turnover for the year 2015-16 shall also be acceptable.  
**ii)** If all balance sheets are not available for all three years then the average shall be calculated by dividing the sum of turnover of submitted balance sheets by three.  
**iii) Experience** of having successfully completed similar works during last 7 years ending on **31 Dec 2016** should be either of the following: -
  - a. Three similar completed works each costing not less than the amount equal to Rs. 1.98 Lakhs.**  
**Or**
  - b. Two similar completed works each costing not less than the amount equal to Rs. 2.47 Lakhs.**  
**Or**
  - c. One similar completed work, costing not less than the amount equal to Rs. 3.96 Lakhs.**Documentary proof (Execution Certificate) for the experience to be submitted alongwith Technical Bid. In case of experience in Private Sector relevant TDS Certificate must be attached as evidence.

**Note: Similar work means all type of civil construction & civil maintenance work.**

**INSTRUCTIONS TO TENDERERS**

- Above tender is in two Bid System (Techno Commercial Bid & Price/ Rate Bid).
- 1- The tender is to be processed in two parts viz. 1) Techno Commercial bid 2) and price/rate bid. The Technical Bid Application (Annexure - I) and its enclosures (along with the Contractor's Obligations, General Terms & Conditions and copies of qualifying requirements) must be submitted in one sealed envelope super scribed as "Tender for **FCX/TE/06/14/R TECHNOCOMMERCIAL BID**". EMD/Cost of Tender Document or Documents required as per qualifying requirements must be enclosed. The second envelope duly sealed should contain the price bid (Annexure-J) only super scribed as "**(Critical civil maintenance works including sheeting, crane line maintenance & dismantling/demolishing of structures inside fy area.) PRICE BID**". Any other enclosures, which the tenderer wishes to submit, must be enclosed with the Technical Bid only. The price bid envelope should contain the rates only. Offers not in line with the above procedure or quoted in any other format is liable to be rejected/by passed.
- 2. Both the technical bid and price bid sealed envelopes must be again sent in a single envelope duly sealed and superscribed as "TENDER FOR TENDER NO **FCX/TE/06/14/R DUE DATE OF OPENING 24/01/2017**". The same should be dropped in the tender box kept in the CISF gate of Administrative Building, BHEL, Khailar, Jhansi, within the specified date and time by the representative of the tenderer.
- 3. All tenderers can witness the opening of the Technical Bid. After evaluation of the Technical Bid which may involve visit to the tenderer's/clientsplace by authorized officials, price bids of only those tenderers who are technically found suitable will be opened on a subsequent date which will be informed to the concerned whose technical bid has been accepted, in advance for witnessing the Price Bid opening.
- 4. All entries in the tender document should be in one ink. Corrections, over writing, cuttings, etc. will not be permitted. All the columns in the tender form should be filled without leaving blank in any page of the tender and all the pages must be duly signed & stamped by the tenderer before submission.
- 5. The price / rate should be quoted in figures as well as in words. Price quoted in Price Bid shall be inclusive of all taxes & duties, all statutory requirements/liabilities like PF/ESI/Bonus/Min. wages etc. However, service Tax shall be payable extra as applicable.
- 6. In case of where the bidder has submitted 'NIL' Charges/Amount over and above the minimum wages as per standard tender document, the bid shall be treated as unresponsive and will not be considered in terms of the provisions of Ministry of Finance, Department of Expenditure OM No.29(1)2014-PPD dated 28<sup>th</sup> January 2014.
- 7. The rate quoted will be valid for the period of contract.
- 8. The contract will commence on the date as applicable against the contract and shall be valid as per the validity period of the contract. The contract can be extended further on mutually agreed terms and conditions.
- 9. Successful bidder will have to submit registration with Zila Panchayat as a civil contractor before start of work.
- 10. All the terms & conditions of the contract with respect to Taxes & Duties are subject to the new taxation laws introduced from time to time (e.g. GST). The terms & conditions will be modified in accordance with the provisions of new laws (e.g. GST).

**TENDER EVALUATION CRITERIA**

The evaluation of the Tender will be carried out as follows:

1. BHEL officials may visit the tenderer's office & their client's place to evaluate the capability and assess the performance.  
Capability of the Contractor will be assessed on the basis of employees including supervisors on their rolls, machinery, equipments in its possession, previous track record, experience in other organizations, etc.
2. Successful techno commercial qualified tenderers after the above process only will be invited for opening of the rate / price bid.
3. The contractor shall be awarded the work on over all L-1 basis (i.e. lowest Grand Total of Price bid at Annexure J) if otherwise not specified in the tender.
4. In case where bidders have submitted 'NIL' charges/amount over and above the minimum wages as per the standard document, the bid shall be termed unresponsive will not be considered (in terms of provisions of letter of Ministry of Finance, Dept. of Expenditure No 29(1)/2014-PPD)

**CONTRACTOR'S OBLIGATIONS**

**A) CONTRACTUAL**

**Towards selection, control and supervision of employees**

- a) **Contractor shall decide the number of employees to be deployed** for execution of the work awarded to him and he or his authorized representative will be solely entitled to instruct such workers about the manner of carrying out the work as per the prescribed specifications and quality plan.
- b) Contractor **shall supervise the work** allotted to him and to be carried out by his employees.
  - b1) Aadhar Card is mandatory for contract labors for making of their gate pass for entry in BHEL premises.
  - b2) Supervisors of contracting firms who sign on behalf of contractors must have Power of Attorney to the same effect.
  - b3) Contractor are advised that contract labors must be employed without any discrimination on caste or creed basis
- c) Contractor to ensure that the employees deployed in the premises of BHEL **are physically and mentally fit and do not have any criminal record**. Such employees should **possess requisite skill, proficiency, qualification, experience etc. acceptable to concerned department**.
- d) Contractor to **maintain appropriate records of his employees** deployed to carry out the job(s). Contractor shall maintain neatly written, complete and legible registers, records, reports and returns for inspection by various authorities at short notice.
- e) Contractor shall ensure Personal Accident Insurance (24x7) policy of Contract Workers from (Govt. under taking company). The coverage shall be of Rs. 5 lakhs per individual. The coverage shall be of 24 Hrs. (Accidental Death cover). The sum assured (Rs. 5 lakhs) shall become payable to the nominee in the event of death of insured person. In the event of death of any contract worker deployed by the contractor without proper insurance cover, the contractor shall be liable to pay Rs. 5 lakhs to the nominee/ legal heir of such deceased contract worker. In case of extension of contract premium of accidental insurance will be on actual subject to maximum of Rs. 300/- per individual per quarter. Gate pass of the contract labour shall be issued only after taking the Insurance Cover.
- f) Contractor will ensure that the **job is executed through his employees** on his rolls and under no circumstances the contractor will deploy any casual employee to carry out the job **nor shall sub-contract the job without prior written permission**.
- g) **Contractor may apply for providing bus pass facility to his workmen. BHEL will consider such applications based on merits and availability of seats. Contractor would be responsible for depositing bus pass charges and penalties (if applied) of his/her workmen/staff etc. BHEL would have the right to deduct/recover the same in case of default by the contractor/supplier.**



- h) Contractor **will keep watch on his employees and he will be liable for any pilferage / loss to BHEL** due to acts of omission and commission by his employees. Similarly, liability for any compensation to outsiders on account of any act of omission and commission by the employees deployed by the contractor shall lie exclusively with him.
- i) The contractor has to provide to his worker's uniform (lower dark blue & upper light blue,) shoes, helmet & uniform stitching charges. The uniform should have logo of the contractor's firm/ company which shall be affixed by the contract labour on the left side of his pocket. The uniform shall be kept in neat, tidy and wearable condition. No reimbursement of uniform, shoes in case of extension of contract.
- j) Contractor to ensure that **all precautions are taken for safety** of his employees and equipments.
- k) In the event of termination of contract for any reason whatsoever, the **contractor shall withdraw all his employees** from the establishment of BHEL. In case contractor decides to terminate services of his employees, he **should settle all terminal dues required**.
- l) Contractor shall within 5 days of commencement/completion of work order submit Form VI-A to RLC office. The first & final bill shall be processed only on clearance regarding submission of Form VI-A & VI-B by contractor.

**B) Towards supply of tools, tackles and materials**

- a) Contractor shall provide to **his employees all tools, tackles, material, equipments as specified in contract** and maintain the same to carry out the job under the contract at his cost and if necessary may take insurance policy of his worker, material, equipments & tools & tackles.
- b) Contractor shall provide shoe, helmet, personal protective equipment & maintain the same at his own cost which may be required.
- c) Contractor shall ensure that his workers wear uniform, shoes, helmet and other required safety appliances, apparels / equipments at the work place otherwise deduction @ of 5% will be deducted from the bills.

**C) Towards statutory liability**

- a) As mentioned in the terms and conditions enclosed as Annexure 'G' of this contract.
- b) Contractor shall indemnify BHEL against all claims by statutory authorities and losses under various Labour Laws, statutes or any civil or criminal law in connection with employees deployed by him.
- c) Contractor shall be responsible for making payment of wages before expiry of 7 days from the last day of wage period (wage period shall be from 1st day of the month to the last date of the month) and to ensure disbursement of wages in the presence of the authorities' representative of contract operating division who shall record under his signature at the end of entries in the Register of wages.
- d) Contractor to obtain license under the provisions of Contract Labor (Regulation & Abolition) Act'1970.
- e) The changes in the statutory liabilities as and when done by respective government/ agency shall be applicable to the contract labors deployed under the contract.

**D)Towards Finance**

***Contractor to arrange his own finance*** for carrying out the job including supply of tools, tackles and equipments, if required, to his employees, materials, payment of wages to his employees etc. ***Rates to be as per price bid***

**Annexure 'G'**

**GENERAL TERMS & CONDITIONS FOR CONTRACTORS FOR DEPLOYMENT OF CONTRACT LABOURS UNDER SERVICE / WORKS CONTRACT.**

**1 LABOUR LICENCE AND OTHER REQUIREMENTS:-**

- 1.0 Contractor should possess Labour licence in case of contractors working in BHEL, Jhansi and deploying 20 or more labours on any day, from the Appropriate Government (Central Govt.) for carrying out the various activities mentioned in the contract document.
- 1.1 The contractor shall deploy such number of workers in the premises of BHEL, Jhansi, as required for completion of the contract. The workers such deployed shall be his own workers.
- 1.2 In case the number of labour deployed by the contractor in premises of BHEL Jhansi exceeds the number of labour allowed in the licence then the contractor shall immediately inform the HR and concerned department. The contractor shall also apply to the licensing officer in the region for amendment in the licence within 7 days of exceeding the number of labours mentioned in the licence.
- 1.3 Labour licence and other requirement in case of contractors NOT working in BHEL, Jhansi or has less than 20 workers on his rolls.
  - 1.3.A The contractor should possess valid labour licence issued by any licensing authority if he has deployed 20 or more workers in any organization.
  - 1.3.B After being eligible to apply as above, if the contractor is awarded the contract then he should apply for Form-V from BHEL to obtain Labour Licence from Appropriate Government and submit the same within one month from the date of award of contract. Till then award will be treated as **PROVISIONAL**.
- 1.4 The contractor shall also have to submit copy of PAN card and latest IT return.
- 1.5 The contractor must possess Service Tax Registration number under relevant code head.
- 1.6 The contractor should possess VAT/TIN Number if material is supplied/consumed. The contractor should not be disqualified from bidding in case the contractor does not have TIN No. However, he shall have to produce TIN No. before opening of Price bid.
- 1.7 In case more than one contractor quote the L1 (Lowest and technically accepted) rates, the work may be awarded through draw of lottery.

**1.8 Stamp Duty:** Contractor should deposit stamp duty, **before start of the contract**, on security deposit as per Stamp Duty Act

**2.0 APPOINTMENT AND ENTRY IN FACTORY PREMISES:**

2.1 The contractor shall submit the following to HR, contracting department and CISF

- (a) The details of the worker proposed to be deployed in Annexure-I.
- (b) **Character certificate:** Gate pass for entry inside the factor shall be issued in line with requirement of CISF. Character Certificate should be made in line with CISF Guide line. Self-Certified copy of Character certificate issued by District Magistrate's Office or minimum Superintendent of Police/ Sub Divisional officer level of Police Officer of concerned area will be required for issuing permission to enter into the factory. Character certificate will be valid for three years.  
In special case where character certificate of above authorities are not available, Character Certificate of concerned Police Station/ Reporting Police Chauki along with Proof of remittance of fees for application for apply of character certificate at District Magistrate's Office can be issued for a period of three months with confirmation that he should submit the character certificate within 60 days. Failing which he will be discontinued.
- (c) Copy of employment card issued by contractor to his own worker. – Annexure II

2.2 After submission of documents as in para 2.1, the contractor shall issue photo identity card to the labour and submit to HR department. This identity card shall be forwarded by HR department to CISF, which shall then authorize the labour to enter the factory premises initially for a period of one month.

2.3 The photo identity card shall have to be revalidated in every three month on last working day of the month or any other date fixed to do so. In absence of such revalidation, duly forwarded by HR department, CISF shall not allow any labour to enter the premises of BHEL Jhansi.

2.4 The contractor shall maintain a register of persons employed by him in the format prescribed under Rule 75 of Contract Labour (R&A) Central Rules. A copy of this format is annexed as **annexure III**.

2.5 The entry of contractor's workers in factory premise shall be through biometric/smart cards. The contractor shall ensure issuance of biometric/smart card through time office section of BHEL Jhansi. After the conclusion of works contract, the contractor shall collect these biometric cards from his workers and submit the same to Time Office section through contracting department. In event of any contract worker leaving the services before completion of the contract, the contractor shall ensure return of biometric card to BHEL Jhansi. In case of no return of biometric card Rs. 200.00 (Rupees two hundred only) per card shall be deducted from the security deposit of the contractor.

**3. BILLS PAYMENT, ATTENDANCE AND PAYMENT OF WAGES**

3.1 The contractor shall pay minimum wages as applicable of the Appropriate Government and in addition to minimum wage Rs. 123.08 per day shall also paid to the contract workers. This additional amount will also attract all statutory deduction and payments.

3.2 The contractor shall submit bills to the contracting department on 5<sup>th</sup> of each month.

3.3 The contractor's bills should be accompanied with the following.

- a) The contractor should maintain attendance register by recording daily attendance duly signed by both contractor & contract worker.
- b) Copy of Measurement Book entries/Statement of work done by the Contractor
- c) Statement of Minimum Wages of labours deployed by him under the Service contract, PF/ESI no., statutory deductions etc., in the format as in Annexure IV annexed to these terms and conditions. (Form XVII of Contract Labour (R&A) Rules
- d) PF and ESI challans for previous month- separate for concerned Service contract. Print of online challan along with ECR/Contribution History of contributing contract workers for PF/ESI duly certified by the contractor.
- e) Wage payment sheet for the bill periods per annexure IV.
- f) Copy of Form-5 and Form-10 (PF monthly returns) submitted by contractor to RPFC for billing month.
- g) Copy of Form 12A-regarding PF remittance
- h) List of CL covered under accident insurance policy
- i) Statement of material supplied by the contractor if any
- j) Copy of Labour Licence if increase in no. of labours deployed against Work Order if applicable.
- k) Proof of Personal Accident Insurance Policy along with bill
- 3.4 The executing department shall pass the bills of the contractor, after thorough checking, along with requisite documents the bill in original and Service Tax Challan & as in para 3.3 above forward them to Finance through HR department latest by on or before 9<sup>th</sup> Day of the following month.
- 3.5 After checking the Labour Laws compliances with respect to the concerned service contract HR department and after retaining copies of PF and ESI Challans and wage payment sheet pertaining to current month, annexure IV etc. will forward the bill along with requisite documents (the bill in original and service tax challan) to finance department. Finance department shall on satisfactory compliances of stamp duty charges, service tax and security deposit amount, make payment as per contract.
- 3.6 Finance department shall, on satisfactory compliance, and after deduction on account of Security deposit amount and TDS will make payment to the contractor within 10 days of submission of clean bill by the contractor.
- 3.7 The contractor shall issue pay slips to his workers, for the month deployed for undertaking activities under the Service contract, at least a day prior to disbursement of wages.
- 3.8 The contractor shall make payment to the his own labors/contract workers before the expiry of the 7th day after the last day of the wage period in respect of which the wages are payable, preferably through bank account for better control and smooth wage disbursement. The payment of wages to the workers shall not be subject to payment against the bills by BHEL.
- 3.9 The contractor shall remit the cheques favouring Regional Provident Fund Commissioner "RPFC" and ESI Kanpur with the appropriate banks with such period as stipulated under relevant provisions. Last date for remittance of PF is 15th and that in case of ESI is 21st of each month or as latest Government rules of concerned departments.

- 3.10 The contractor shall make payment of wages to his workers on due date in presence of an authorized representative of contracting department. The authorized representative shall retain a copy of wage payment sheet with him.
- 3.11 In cases where the payment to the contractor is due only after completion of work and the payment is not made monthly then the contractor shall have to produce documents as enumerated in para 3.3 above, in respect of all workers deployed by him against the contract, for each month separately, along with final bills.
- 4.0 **Provident Fund**
- 4.1 **The contractor should get independent EPF code before deployment of his contract worker against work contract.**
- 4.2 The Contractor should allot PF account number and get the nomination form, duly filled in, from each worker deployed by him at the time of joining.
- 4.3 In case the worker already has PF/pension account number, allotted to him, previously, then the contractor shall get the transfer form filled up at the time of joining and send to the office of concerned Regional Provident Fund Commissioner.
- 4.4 After termination of contract the contractor shall provide due assistance to the labour for withdrawal of PF/pension amount, when due.
- 4.5 The Contractor shall liaison with the PF officials to get the annual PF slips and distribute amongst his own workers. Security deposit shall be released only after submission of PF slips of workers.

The contract should have class 2 and Class 3 digital signature (or have to obtain before start of work and also must be uploaded in web site of (Employee Provident Fund Organization 'EPFO').

Contractor must follow the rules and regulations of ESIC and EPFO and also activate the UAN of their employees.

#### 4.6 PF CONTRIBUTION

4.7 The Contractor shall submit annual returns in Form-6A and Form 3A, prescribed under statutory EPF scheme, 1952, in respect of each worker deployed by him with a copy to HR.

Employee's Contribution	Employer's Contribution	
12% of Normal wages paid	PF Contribution	3.67%
<b>As applicable by respective Govt./ Agency. (Current statutory wage ceiling - Rs.15000/- month on Employee's / Employers Contribution).</b>	Insp./ Admn. Charges	0.85%
	(subject to minimum Rs. 500/- per challan)	
	Admn/ Insp Charges	0.50%
	Pension Fund	8.33%
	EDLI Charges	0.01%
	(subject to minimum Rs. 200/- per challan)	
	<b>Total</b>	<b>13.36%</b>

**5. Employees State Insurance**

- 5.1 The Contractor should allot ESI account number and get the nomination form, duly filled in, from each employee deployed by him at the time of joining.
- 5.2 At the time of joining the contractor shall get the self/family registration form filled by the workers and submit to the local ESI office.
- 5.3 The contractor shall facilitate collection of issued ESI cards by his worker.

**5.4 ESI CONTRIBUTION: -**

Employee's Contribution  
1.75% of gross wages

Employer Contribution  
4.75% of gross wages

**As applicable by Government/ respective agency (existing wage limit for coverage under the Act is Rs.15000 per month w.e.f. 01/05/2010)**

- 5.5 The Contractor shall submit annual returns in Form-6 prescribed under ESI Act, deployed by him with a copy to HR and finance department
- 5.6 The Contractor shall produce the following Registers and forms as per Contract Labour (R & A) Rules 1971 for verification by the Executing Officer of the company: -
- (a) **Form XII - Register of contractors (Rule 74)**
  - (b) **Form XIII - Register of Workmen employed by contractor (Rule 75)**
  - (c) **Form XIV - Employment Card issued by contractor (Rule 76)**
  - (d) **Form XVI - Muster Roll 78(1) (a) (i)**
  - (e) **Form XVII - Register of Wages (Rule 78 (1) (a) (i))**
  - (f) **Form XVIII - Register of wages-cum Muster Roll (in case of weekly Payment)**
  - (g) **Form XIX - Wage Slip (Rule 78)(1) (b)**
  - (h) **Form XX - Register of deduction for damages of loss (Rule (78)( 1) (a) (ii))**
  - (i) **Form XXI - Register of fines (Rule 78) (1) (a) (ii)**
  - (j) **Form XXII - Register of advance (Rule 78) (1) (a) (ii)**
  - (k) **Form XXIII - Register of overtime (Rule 78) (1) (a) (iii)**
  - (l) **Form XXIV - Return to be sent by the contractor to licensing Officer (Rule 82)**

5.7 Contractor shall fully abide by the provisions of various applicable labour Act/laws and all other enactments as applicable for such contracts.

**6.0 Bonus**

**The contractor shall be liable to pay statutory bonus under payment of Bonus Act, 1965 and submit proof of disbursement along with received copy of Form-D to L.E.O Office.**

**7.0 Discipline**

- 7.1 The Contractor shall be responsible for the discipline of his own labours deployed under the service contract. In case of any loss to the BHEL Jhansi on account of indiscipline of contract labour then such loss shall be assessed and recovered from the running bills of the contractor or from the security deposit.
- 7.2 The contractor shall not employ any person who has not completed his 18 years of age and person who has attained 60 years of age.
- 7.3 The contractor, on advice of authorized BHEL official, shall immediately remove any person employed by him, who may in the opinion of such authorized BHEL official is involved in misconduct. Such person shall not be re-employed by the contractor without prior permission.

**8.0 LEAVE WITH WAGES TO CONTRACT LABOUR:-**

Guidelines as per UP factories Rules 1950 should be strictly observed with regard to crediting /a vailment of leave. Register as prescribed under the said rules should be maintained by the contractor.

**9.0 INDEMNITY BOND/COMPLIANCE OF LEGAL PROVISION**

- 9.1 BHEL Jhansi shall not be liable for any compensation whatsoever in the case of accident / injury to the person employed by the contractor coming in the premises of BHEL Jhansi. Contractor shall pay all claims / compensation / damages / penalty / fine or any amount payable to the individual / authorities payable due to accident / injury to the person employed by the Contractor.
- 9.2 That BHEL-Jhansi will not, in any manner be responsible for any act, omission or commission of the workers engaged by contractor and no claim in this respect will lie against BHEL-Jhansi. If any such claim is made against BHEL-Jhansi by any worker or his heirs engaged/employed by the contractor, which BHEL-Jhansi is obliged to discharge by virtue of any statute or any provision of law and rules due to mere fact of the workers of the contractor working at BHEL- Jhansi premises or otherwise, the contractor will be liable to indemnify/reimburse BHEL-Jhansi all the money paid in addition to the expenses incurred by him. The contractor must indemnify and keep indemnified BHEL-Jhansi against all losses and claims for injuries or damage to any person or property whatsoever which may arise of or in course of the operation of the contract and against all claims, demands, proceedings, damages, cost, charges and expenses whatsoever in respect of contingencies depicted herein shall be deemed as expected risk.
- 9.3 The Contractor has to make an agreement with BHEL in the format prescribed only on Rs. 100/- Non-Judicial Stamp Paper.

**10.0 OTHER GENERAL TERMS AND CONDITIONS: -**

**10.1 Legal compliance**

The contractor will comply with all the provisions regarding licensing, welfare and health, procedures, maintenance of various records and registers etc., as provided under the contract Labour (Regulation & abolition) Act 1970, rules amendments, orders,

notifications there under issued by the Appropriate Government from time to time. For non-compliance of any provisions, statutory compliance under law, the contractor shall be responsible for penalties levied by the appropriate authority under the Act. The contractor shall also be liable to comply with all other Labour and Industrial Laws and such other acts and Statutes (including Factories Act, Payment of Bonus Act, minimum wages Act, etc.). Depositing of ESI, PF contribution as may be applicable is the responsibility of the contractor. For any default in compliance, the contractor shall be held responsible.

10.2 The work shall be supervised by the contractor or through the authorized Representatives on day to day basis.

10.3 The Contractor shall compensate BHEL for any loss or damage to the plant/property, material of BHEL due to his workmen/representatives' negligence or otherwise during execution of work.

10.4 In the event of contractor abandoning the work or BHEL revoking the contract BHEL shall have a right to get incomplete work completed at contractor's risk and cost. BHEL shall have a right to terminate the contract at any time without assigning any reason thereof.

10.5 Security deposit will be released on submission of following certificates from departments mentioned as under:-

- a. Completion of work and certification of payment of minimum wages to contract labours from contracting department.
- b. Certificate of compliance of labour laws from HR department.
- c. Certificate of payment of Bonus by Contracting and HR Department
- d. No-dues certificate regarding service tax payment, and any other dues liable to be remitted by contractor under financial laws, to Finance department
- e. In case of non-satisfactory performance of the contract, BHEL shall have a right of forfeiting the security deposit. In case of any dispute decision of concerned Head of the Department will be final

11.0 SETTLEMENT OF DISPUTE/JURISDICTION/ARBITRATION ETC:-

BHEL Reserve the following rights:-

To evaluate the bid as per BHEL policy and Govt. guidelines including CVC/Vigilance guidelines by the tender committee duly constituted by BHEL Management. The decision of BHEL, Jhansi Management or Tender committee duly approved by competent authority shall be final and binding to bidder.

11.1 CONFIDENTIALITY

The parties agree & acknowledge that in the course of their discussions and interaction, BHEL may disclose information of confidential proprietary nature relating to its business, products, know-how, technology, customers, employees and financial to the contractor. Such information shall be considered as confidential. The contract agrees to keep it confidential & secret at all times and not directly or indirectly disclose to any party other than its employees and authorized personnel's strictly on a need know basis, without the prior written permission of BHEL.



**11.2(A) TERMINATION**

BHEL reserves the right to terminate contract awarded for any contravention of statutory provision or any other reasons without assigning any explanation or notice to the contractor.

**11.2 (B) SUSPENSION**

BHEL reserves the right to suspend performance of any or all of its obligations under the contract. Such notice shall specify the obligation of which performance is to be suspended, the effective date of the suspension and the reasons therefore. The Contractor shall thereupon suspend performance of such obligations until ordered in writing to resume such performance by the same authority that ordered for suspension.

**11.3 JURISDICTION**

Any matter of dispute arising out of or in connection with this contract shall be under jurisdiction of Jhansi Court only.

**11.4 ARBITRATION :-**

All disputes arising in connection with the contract shall be settled by mutual

Consultation. If no agreement is reached the dispute shall be settled in accordance with Arbitration and conciliation Act, 1996 and the rules made there under. The dispute shall be referred for arbitration to any arbitrator to be appointed by the Head of the unit.

The award of the arbitrator shall be final and binding on both the parties. The venue of the Arbitration shall be at Jhansi in India. The Award to be given by the Arbitration shall be a speaking award. All questions, disputes, differences arising under, out of or in connection with this contract shall be to the exclusive jurisdiction of Jhansi court.

## Annexure 'H'

**MEASUREMENT OF WORK AND PAYMENTS THEREOF.**

1. The designated officer of the Unit will periodically inspect the Work being provided by the contractor and find out deficiencies. The contractor shall rectify the same immediately to the satisfaction of the designated officer.
2. Payment towards work satisfactorily executed will be made to the contractor on the basis of following: -

S. No	DESCRIPTION OF ITEM	Unit	Qty
1	Chisseling of floors /wall plaster/slab plaster	Nos	300
2	Chisseling /breaking of RCC/CC approx one Cu feet volume	Nos	200
3	Replacing broken/defective AS/Translucent sheet upto 2 meter	Nos	200.00
4	Do-bul for sheet Do-bul for sheet 2mtr size	Nos	100.00
5	Repairing of damaged AC/ Translucent sheet up to 2 meter long	Nos	100.00
6	Replacing of broke/defective north light section	Nos	100.00
7	Replacing broken /defective S Louver New S louver shall	Nos	100.00
8	Cleaning of Roof Gutters above 12m height in factory area.	Nos	5000.00
9	Checking of EOT Crane line of different shops at height approx 8 to 17 mtr (approximate) inside factory premises	R mtr	3000
10	Maintenance of EOT crane line at height approx 8 to 17 mtr (approximate) situated inside factory premises	R mtr	3000
11	Replacing/Shifting of EOT crane line at height approx 8 to 17 mtr situated inside factory premises	R mtr	300
12	Repairing of down take MS pipe/ joint for 100 mm, 150mm dia pipe at different places inside factory premises.	Nos	60.00
13	Replacing/fixing of galvalume sheet of any size on roof, side sheet, and other accessories for sheet etc inside fy area as when required.	m2	148.00
14	Making / fixing of new M.S. Gutter above 12 mtr height situated at different places inside factory premises	Mtr	57.00
15	Dismantling of concrete and disposal of rubbish material as per direction of Engineer in charge.	M3	20.00
16	Dismantling of steel structure.	Kg	4050.00

- 3) Payments will be made to the contractor on the basis of quantity carried out as actual. The amount payable for each item shall be obtained by multiplying the actual quantity carried out by the contract rates for the item. All deductions like cement value, Income Tax, VAT, charges, electricity charges etc shall be made from the Gross Bill amount to arrive at the net amount payable. Service Tax shall be paid extra as applicable
- 4) All payments will be subject to deduction of income tax at source as per Income Tax as per the applicable Rules.
- 5) Measurement Book shall be maintained for the work carried out by the contractor & the same shall be verified by BHEL official, nominated for the same.

**Annexure 'I'**

**PROFORMA FOR SUBMITTING TECHNICAL BID FOR -----**

**(A) Essential Documents Required**

1. Name of the firm/Business : -----
2. Name of the Proprietor/Partners : -----
3. Address and Contact Numbers : -----
4. ESI Code Number : -----  
Copy of the ESI Certificate Enclosed / Not Enclosed
5. PAN/TAN Number : -----
6. Service Tax Number(PAN Based) : -----
7. Audited financial statement/BS/  
CA Certificate as per tender : Enclosed / Not Enclosed
9. Experience Certificate : Enclosed / Not Enclosed  
**(Along with copy of work order/LOI)**
10. No. of Workers including Supervisors  
on the rolls of the firm : -----
11. Earnest Money Deposit : Rs. -----  
a) D.D. Number & Date : -----Date-----  
b) Drawn on (Bank) : -----
12. Any other relevant information : -----  
-----
13. Tender Cost :Rs. \_\_\_\_\_
  
- D.D. No. /Receipt No : \_\_\_\_\_

**:: 2 :**

14. Validity of offer : At least 90 days from the date of tender Opening.

15. Blank Price bid format : Enclosed/Not Enclosed

**(B) Desirable:**

1. PF Code Number : \_\_\_\_\_

Copy of the PF Certificate : Enclosed / Not Enclosed

2. Income Tax return last 3 yrs. : Enclosed / Not Enclosed

3. UP VAT/TIN No.and/or CST No.(Whichever is applicable): Copy of Certificate  
Enclosed / Not Enclosed  
(To be submitted only in case where material transaction is involved)

**We will fulfill all the obligations of the contractor and abide by the Terms & Conditions mentioned in the enquiry.**

Signature with Name

& Office Seal

Date:

NOTE : TECHNICAL BID AND PRICE BID SHOULD BE SUBMITTED IN SEPARATE SEALED ENVELOPS. IN CASE THE BIDS ARE FOUND IN ONE SINGAL ENVELOPE THEN THE "BIDS" ARE LIABLE TO BE REJECTED.

-----

## BLANKPRICE BID

S. No	DESCRIPTION OF ITEM	Unit	Qty	Rate	Amount
	A	B	C	D	E
1	Chisseling of floors /wall plaster/slab plaster	Nos	300		
2	Chisseling /breaking of RCC/CC approx one Cu feet volume	Nos	200		
3	Replacing broken/defective AS/Translucent sheet upto 2 meter	Nos	200.00		
4	Do-bul for sheet Do-bul for sheet 2mtr size	Nos	100.00		
5	Repairing of damaged AC/ Translucent sheet up to 2 meter long	Nos	100.00		
6	Replacing of broke/defective north light section	Nos	100.00		
7	Replacing broken /defective S Louver New S louver shall	Nos	100.00		
8	Cleaning of Roof Guttars above 12m height in factory area.	Nos	5000.00		
9	Checking of EOT Crane line of different shops at height approx 8 to 17 mtr (approximate) inside factory premises	R mtr	3000		
10	Maintenance of EOT crane line at height approx 8 to 17 mtr (approximate) situated inside factory premises	R mtr	3000		
11	Replacing/Shifting of EOT crane line at height approx 8 to 17 mtr situated inside factory premises	R mtr	300		
12	Repairing of down take MS pipe/ joint for 100 mm, 150mm dia pipe at different places inside factory premises.	Nos	60.00		
13	Replacing/fixing of galvalume sheet of any size on roof, side sheet, and other accessories for sheet etc inside fy area as when required.	m2	148.00		
14	Making / fixing of new M.S. Gutter above 12 mtr height situated at different places inside factory premises	Mtr	57.00		
15	Dismantling of concrete and disposal of rubbish material as per direction of Engineer in charge.	M3	20.00		
16	Dismantling of steel structure.	Kg	4050.00		
			<b>Total</b>	<b>Rs.</b>	
	<b>Service tax Extra as applicable</b>				

**Contractor should not offer rates in blank price bid**

## Annexure "J" (a)

## PRICE BID

S. No	DESCRIPTION OF ITEM	Unit	Qty	Rate	Amount
	A	B	C	D	E
1	Chisseling of floors /wall plaster/slab plaster	Nos	300		
2	Chisseling /breaking of RCC/CC approx one Cu feet volume	Nos	200		
3	Replacing broken/defective AS/Translucent sheet upto 2 meter	Nos	200.00		
4	Do-bul for sheet Do-bul for sheet 2mtr size	Nos	100.00		
5	Repairing of damaged AC/ Translucent sheet up to 2 meter long	Nos	100.00		
6	Replacing of broke/defective north light section	Nos	100.00		
7	Replacing broken /defective S Louver New S louver shall	Nos	100.00		
8	Cleaning of Roof Guttars above 12m height in factory area.	Nos	5000.00		
9	Checking of EOT Crane line of different shops at height approx 8 to 17 mtr (approximate) inside factory premises	R mtr	3000		
10	Maintenance of EOT crane line at height approx 8 to 17 mtr (approximate) situated inside factory premises	R mtr	3000		
11	Replacing/Shifting of EOT crane line at height approx 8 to 17 mtr situated inside factory premises	R mtr	300		
12	Repairing of down take MS pipe/ joint for 100 mm, 150mm dia pipe at different places inside factory premises.	Nos	60.00		
13	Replacing/fixing of galvalume sheet of any size on roof, side sheet, and other accessories for sheet etc inside fy area as when required.	m2	148.00		
14	Making / fixing of new M.S. Gutter above 12 mtr height situated at different places inside factory premises	Mtr	57.00		
15	Dismantling of concrete and disposal of rubbish material as per direction of Engineer in charge.	M3	20.00		
16	Dismantling of steel structure.	Kg	4050.00		
			<b>Total</b>	<b>Rs.</b>	
	<b>Service tax Extra as applicable</b>				

**Annexure "J" (b)****BASIS OF OFFER**

1	Technological Man Hours required		6423.2
2	Technological Man Days required		802.9
	( figure of Sl no.1 divided by 8		
3.(i)	Minimum wages /day of Appropriate Government	Rs	<b>301.63</b>
	as applicable at present Rs 301.63		
3.(ii)	Additional Amount /day	(76.92+46.16)	Rs 123.08
4	Total of wages per day( Sl.no.3(i) +3(ii)	Rs	<b>424.71</b>
5	Total Minimum Wage (sl 2 x 4 )	Rs	340999.66
6	Provision for extra wages @ 5% of sl no 5.	Rs	17049.98
7	Contingency @ 6% of Sl. NO 5 due to revision of DA rates & increase in Minimum wages accordingly .	Rs	20459.98
8	Contingency @ 6% of Sl. NO 6 due to revision of DA rates & increase in Minimum wages accordingly.	Rs	1023.00
9	<b>Total contingency (Sl. N. 7+8 )</b>	Rs	21482.98
10	PF/EDLI/Pension Employer's contribution @ 13.36% on Sl. No.5 & 7 coverage of maximum Rs.15000/-[(Sl. No. 2 x 15000/-) / 310 of 13.36%] x 12	Rs	48291.01
11	ESI Employer's contribution @ 4.75% (Calculated on Amount Sl. NO 5,6 & 9)	Rs	18027.80
12	Provision for uniform, uniform stitching charges, shoes, (Sl. No. 2/310 x Rs. 925).	Rs	2395.75
13	Provision of Personal Accident insurance (24x7) @ Rs. 500/- (Sl. No. 2/310 x Rs. 500/-)	Rs	1295.00
14	Contingency @ 20% of Sl. No. 13	Rs	259.00
15	Total (Sl. NO. 5+6+9+10+11+12 +13 + 14)	Rs	449801.18
16	Contractors commission (-----% of total of Sl. NO. 15)	Rs	-----
17	Statutory minimum Bonus @ 7000/- ( per labour )	Rs	18130.00
	( i.e.(7000*Total mandays at sl.No.2)/310) for one year		
18	Total (Sl. NO. 15 + 16 + 17)	Rs	-----
19	Service tax @ 14.5% of sl. No. 18	Rs	-----
20	Total Value of Contract (18 + 19)	Rs	-----

**NOTE : (A) CONDITIONS FOR PRICE BID ANNEXURE "J'a" & "J'b"**

(A) Conditions for price bid schedule: "j" for this tender enquiry.

1. Technical bid and price bid should be submitted in separate sealed envelopes. In case the bids are found in one single envelope the "bids" are liable to be rejected.
2. All the blank spaces in price bid (schedule: j (a)) at sl.no. D & E sl.no.16, 18, 19, 20 of the basis of offer (schedule: j (b)) of the price bid format should be filled by the contractor. If any fixed figure in the price bid format is changed then the bid shall be straightway rejected/ by-passed.
3. The total value of price bid that is the total of column e of price bid (schedule: j (a)) should match/tally with figure at sl.no. 18 of the basis of offer (schedule: j (b)) of the price bid. If these two values are different then the offer may be by-passed.
4. If any other addition is made or any condition is added by the bidder in the price bid format then the offer shall be by-passed.
5. Contractor has to comply with payment of minimum wages and other statutory levies as per provision of the respective acts.

**(B) Guidelines for dealing with "discrepancy in words & figures – quoted in price bid".**

In case of non-conformities/errors/discrepancies are observed between the quoted prices in figures and that in words, following guidelines are to be followed: -

- (a) In the price structure quoted for service contract, if 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 tenderer there is an obvious misplacement of the decimal point in the unit price, in which case the total price as quoted shall be govern and the unit price corrected accordingly.
- (b) 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.
- (c) 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 (a) and (b) above.
- (d) 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 tenderer, the bid is liable to be ignored.

IN CASE MORE THAN ONE CONTRACTOR QUOTED THE L 1 (LOWEST AND TECHNICALLY ACCEPTED) RATES, THE WORK MAY BE AWARDED THROUGH DRAW OF LOTS.



## Schedule: K

### Annexure “I” गेट पास आवेदन प्रपत्र

(ठेकेदार के कर्मचारियों/आपूर्तिकर्ताओं/कोरियरसेवा कर्म0 आदि के उपयोग हेतु)

1. ठेकेदार का नाम .....
2. कार्य का स्वरूप .....
3. कार्य आदेश सं./दिनांक .....
4. कार्य आदेश अवधि .....
5. कार्य स्थल (विभाग कोड़) .....
6. गेट का नाम जिससे प्रवेश /वर्हिगन होगा .....
7. कर्मचारी की ड्यूटी का समय .....

## संविदा श्रमिक का व्यक्तिगत विवरण

(एक से अधिक संविदा श्रमिकों के आवेदन हेतु अलग से सूची संलग्न करें)

संविदा श्रमिक का नाम ..... जन्म तिथि / आयु .....

पिता का नाम ..... पहचान चिन्ह .....

स्थायी पता .....वर्तमान पता.....

शैक्षिक योग्यता .....

तकनीकी योग्यता.....

आधार न0.....मोबाइल न0.....

भविष्य निधि खाता संख्या कर्मचारी रा.बी. निगम खाता संख्या

[illegible][illegible]

(संविदा श्रमिक के हस्ताक्षर/दिनांक)

कारखाना प्रबन्धक / शॉप प्रभारी के हस्ताक्षर ठेकेदार या उसके सुपरवाइजर के हस्ताक्षर

(दिनांक एवं मोहर सहित)

(दिनांक एवं मोहर सहित)

आवंटित गेट पास सं०..... दिनांक .....हस्ताक्षर आवंटनकर्ता.....

विभागाध्यक्ष-मा.सं./सं.श्र.प्र. प्रभारी के हस्ताक्षर

(दिनांक एवं मोहर सहित)

के०ओं०सु०ब० द्वारा भरने के लिए

पासों के विचाराधीन रहने तक .....से.....तक श्री .....

नियोजक .....को कारखाने में प्रवेश हेतु अनुमति दी जाती है।

पास संख्या .....जारी होने की तिथि से दिनांक .....तक ही वैध होगी तथा प्रत्येक माह / तीन दिन के पश्चात 25 तारीख को के० औ० सु० बल द्वारा नवीनीकृत किया जायेगा।

हस्ताक्षर उप कमान्डेन्ट के० औ० सु० ब० इकाई

बी० एच० ई० एल० झाँसी (उ० प्र०)

I/We agree with the above

Signature of contractor with Seal

Executive In-Charge

**Annexure "II"**

**FORM XIV**

**(See Rule 76)**

**Employment Card**

Name and address of contractor	.....
Nature of work and location of work	.....
Name and address of Establishment	.....
In/ under which contract is carried on	.....
Name and address of Principal	.....
Employer	.....
1- Name of the workmen	:.....
2- Serial no. In the register of	
Workmen employed	.....
3. Nature of employment / designation	.....
4. Wage rate with particulars of unit	
In case of Piece – work.	.....
5. Wage Period	.....
6. Tenure of employment	.....
Remark	.....

## Annexure "III"

## FORM XIII

(See Rule 75)

## Register of workmen employed by contractor

Name and address of contractor .....

Nature of work and location of work .....

Name and address of Establishment .....

In/ under which contract is carried on .....

Name and address of Principal .....

S.No.	Name and surname of workman	Age and sex	Father's Husband's Name	Nature of employment / designation	Permanent home address of workmen (village and tehsil) and taluk and district	Local address	Date of commencement of employment	Signature of thumb impression of workmen	Date of termination of employment	Reasons for termination	Remarks
1	2	3	4	5	6	7	8	9	10	11	12

## Annexure "IV"

## FORM XVII

[See rule 78(1) a (i)]

## Register of Wages

Name and Address of Contractor Name and address of Establishment in / under

----- which contract is carried on -----

Nature and location of works -----

-----Name and address of Principal Employer

-----

Wage period: Monthly -----

Sl. No.	Name of workman	Serial No. in the register of workman	Designation/nature of work done	No. of days worked	Units of works done
1	2	3	4	5	6

## Amount of wages earned

Daily – rate of wages/piece rate	Basic wages	Dearness Allowances	Overtime	Other cash payments (Nature of payment to be indicated)	Total
7	8	9	10	11	12

Deductions, if any, (indicate nature)	Net amount paid	Signature /Thumb impression of workman	Initial of contractor or his representative
1	2	3	4

## SIGNATURE OF THE CONTRACTOR

Verified that Wages disbursed to labours

mentioned in Sr No 2 through bank on -----(date)

(Sign & Seal of Executive Incharge)