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	SPECIAL CONDITIONS (NIT: 33890901)	REV. 00

(The Special conditions given hereunder, supersede the relevant terms & conditions given in “General Terms & Conditions and Statutory compliances”, where ever applicable).

1. Tender submission:

Tenders can be submitted personally or by Speed post / Registered post with acknowledgment. Tenders should be posted with due allowance for any postal delay. The tenders received after the due date and time of submission shall be rejected, even if there is any postal delay.

2. Special conditions of EOT crane operation contract :

a. Qualification & Experience :

For Crane Operators:

Minimum qualification: ITI (any Trade) and 1 yr. of experience in crane operation (EOT Crane, Mobile Cranes, Tower Cranes)

OR

Minimum qualification: 10th pass and 3 yrs. of experience in crane operation in BHEL, Bhopal

OR

5 yrs. of experience in crane operation in BHEL Bhopal.

For Slingers :

Minimum qualification: 10th pass and 1 yr. of experience as slinger


OR

Minimum qualification: 8th pass and 3 yrs. of experience as slinger in BHEL, Bhopal.

OR

5 yrs. of experience in slinging operation in BHEL Bhopal.

- b. Age of crane operators & slingers shall be between 18 years & 65 years.
- c. Knowledge of crane operation from cabin, pendant & Radio Remote Control is a must for crane operators.
- d. Slinger should have working knowledge of using proper lifting tackles/slings.
- e. Health Checkup & medical certificates**
 - i. Fitness certificate for Eye Vision & Color vision is to be obtained from qualified ophthalmologist as per Factories Act and submitted format as per Form 35(MP Factories Rule)
 - ii. Crane Operators & Slingers shall be physically fit, free from any type of physical disabilities, shall not have any past record of epilepsy, height phobia and hearing impairment. Fitness certificate from registered medical practitioner is to be submitted.
 - iii. All above tests should be carried out after award of work and before start of work.
- f. Crane operators & slingers shall undergo a three day training on “Material handling & crane operation” to be provided as and when organized by BHEL. A test will carried out after training and only those who pass the test will continue to work against this work order. Crane operators and slingers failing in the test shall be given a chance to reappear in next batch, but each one has to go for training and clear the test during the contract period.
- g. For new crane operators & slingers deployed during the course of work, training will be imparted by BHEL & only those who pass the test will be allowed to be deputed.

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- h. BHEL shall carry out medical checkup at random during the period of work & if anybody found unfit, then their permit to work will be ceased and the same will be noted in contractor's performance report.
- i. Contractor will arrange for testing of Eye sight & Color vision of the person at least once in every 12 months up to the age of 45 years & once in every 6 months beyond the age.
- j. Necessary PPE's (Yellow Color helmet, Safety Shoes, Uniform bearing contractor name, gloves for slingers, reflective jackets (orange for Crane operators & Green for Slingers), whistle for slingers) shall be mandatorily provided by contractor before start of work.
- k. **The work shall be done under the complete and full time administrative supervision of the firm. All issues regarding discipline at the works like Work allocation, early exit, snacks distribution etc. are to be his responsibility.**
- j. Firm has to take responsibility to safe and satisfactory operation. Workers have to adhere to safety norms strictly. If any careless / casualty is noticed (at BHEL discretion) in the work, penalty will be imposed on the firm.
- k. Contractor have to complete the assigned work and quantity, as per BHEL directives and up to the satisfaction of shop executive.
- l. Compliance of statutory requirement, Safety norms, Do's & Don'ts for the crane operator & slingers as per attached Annexure I & II in **Instruction to tenderer**.
- m. Performance of manpower engaged by the contractor shall be regularly monitored to ensure safety in crane operation & safe handling of jobs & lifting tackles.

3. PAYMENT OF WAGES :

Contractor shall be responsible for making payment of wages through Bank before expiry of 7 days from the last day of wage period and submit the Digital Transfer receipt to the authorized representative of contract awarding dept. who shall record under his signature at the end of entries in the Register of wages in the following form


"Certified that the amount shown in column no. has been paid through Digital Mode on date.....
Cash payment for any work is not acceptable.

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 under the contract can be utilized by BHEL to discharge the liability of the contractor.

Current BHEL-CLC Recommended Minimum wage per day in Rupees for contract labour :

Type of Worker	BHEL Recommended daily wages Effective from 01.04.2020
Skilled (Crane operator)	Rs.474.94
Semi-skilled (Slinger)	Rs.453.56

The above rates revised by BHEL HR(CLC) in every month of April and October in a year. Contractor shall ensure the payment of statutory minimum wages as well as additional wages recommended by BHEL and PF, ESI, Contribution to Labour Welfare Board and bonus as per statutory requirements" as per Minimum wage circular issued by BHEL HR(CLC).

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- (a) Bill for the payment shall be submitted monthly on man hour rate & actual manpower deployed, duly making deductions, if any as per penalty clause, provided that work is satisfactorily completed by contractor duly certified by engineer in charge. Contractor will submit the bills (in duplicate) on monthly basis, which will be duly verified, checked and forwarded by concerned authority to Finance Department for further checking and passing of bill and releasing payment to the party.
- (b) The bidder is also requested to pay their workers through Bank to ascertain the wages paid after award of work
- (c) Successful bidder should follow the set guide lines of BHEL-HR(CLC), the final bill shall be released only after meeting all the compliances and payment of bonus to the workmen.
- (d) **The contract is a fixed price for quoted service charges.** However Escalation of statutory wages (Basic+additional) declared by BHEL HR Department based on minimum wages declared by the Government of MP, PF, ESI and Labour Welfare fund contribution, from the time to time will be permissible.
- (e) **Bonus, as applicable shall be paid extra,** over the quoted rate along with final bill on producing documentary evidence

4. Penalty Clause :-

- i. For non-deployment of each slinger as per BHEL's requirement as in clause 10.8 of "General Terms & Conditions" : 1.5 times hourly rate of slinger for every hour of absence.
- ii. For non-deployment of each crane operator as per BHEL's requirement as in clause 10.8 of "General Terms & Conditions" : 2 times hourly rate of crane operator for every hour of absence.
- iii. For not wearing of either of uniform or safety gadgets or Gloves or shoes etc. by working staff : Rs. 50/-per day per person.

Terms & Condition of Penalty Clause :

- (i) No penalty shall be levied for max. 10% of workforce absence in a month. In case absence is more than 10% in a month, penalty shall be calculated for total absence from Minimum workforce deployment as specified in work order.
- (ii) Workforce means crane operator and slinger separately.
- (iii) 10% absence shall be an Integer, higher side of decimal point
- (iv) Hourly rate shall be calculated as per day rate divided by 8.
- (v) No payment shall be made for non-deployment of workforce.

Name & signature of the bidder
(Seal)