

- ✓ Revised ESI contribution rates w.e.f. Works Policy 2016 (ppt). 01/07/2019

- ✓ eMail for compliance dtd 05/01/2017

- ✓ ESIC Nofication (Increase in ESIC ceiling from 15000 to 21000).

- ✓ Works Contract Coordinators - GMwise/Deptwise (updated till 17/11/16 8:30am)

- ✓ Implementation of Integrity Pact in BHEL-Insertion of New clause in NIT IOM No.AA/HR IR CL dated 17.06.16

- ✓ - Insertion of New Clause in NIT Amendment to bonus circular dtd 18.04.2016

- ✓ Bonus Circular 2015-16

- ✓ Revised Guidelines for Dos & Dont's for P.E.under Contract Labour (R&A) Act 1970

- ✓ Banning of Contractor M/s Gopinath Gupta for future business dealings Guidelines for Suspension of

- ✓ Business dealing with Suppliers and Contractors-2009

- ✓ Submission of details regarding

- ✓ Category & MSME status by Contractors (email dtd 31/08/2015).

- ✓ Police verification of contract workers already having Smart Cards (email dtd 08/08/2015).

- ✓ Police Verification of Contract

- ✓ Workers (email dtd 07.08.2015). Format

- ✓ Reduction in PF Admin Charges from 0.65% to 0.50% - Effective Rate is 13.00% (wef 01.june 2018).NEW

- ✓ वर्क्स कांटेक्ट हेतु चेक लिस्ट/Checklist for Works Contract

- ✓ BHEL Bhopal Circular on Statutory

- ✓ wage ceiling for ESI & Bonus

- ✓ -ESI Standard Note (Effective from 01/11/2011)

- ✓ -Payment of Bonus,Ministry of Labour and Employment, GoI

- ✓ Format VII

Minimum wages Circulars

M P State Minimum Wages for Skilled/Semi-skilled/Un-skilled workers under Scheduled employments of Minimum Wages Act, 1948 - effective from 01/10/2020 NEW

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

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

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

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

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

| Type of Worker | BHEL Recommended daily wages Effective from 01.04.2018 |
|----------------|---|
| Skilled | Rs.438.94 |
| Semi-skilled | Rs.417.56 |
| Unskilled | Rs.393.32 |

(01/04/17 to 31/03/18 - Rate was same. 01/10/17 to 31/03/18 No change)

| 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 |

| 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 |

| Type of Worker | BHEL Recommended daily wages Effective from 01.04.2016 |
|----------------|--|
| Skilled | Rs.420.10 |

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