

TENDER DETAILS

Tender No	02/2011
Unit	BHEL,IVP,GOINDWAL
Address	433,INDUSTRIAL COMPLEX INDUSTRIAL VALVES PLANT GOINDWAL,PIN-143422
Telephone No	01859-224621
Fax No.	01859-222061
Tender Title	SUPPLY OF CONTRACT LABOUR
Tender Type	SERVICE TENDER
Brief Description	SUPPLY OF CONTRACT LABOUR
Tender Value	APPROXIMATELY 1.7 Crores
EMD Value	Rs.200000/-
Tender document cost	Rs.200/-
Date of Issue of Notification	11.05.2011
Date of closer of sale of tender document	01.06.2011 at 14.30 hrs.
Date of submission of completed tender document	01.06.2011 at 14.30 hrs
Date of opening of Techno commercial Bid	01.06.2011 at 15.00 hrs

BHARAT HEAVY ELECTRICALS LIMITED
(A Govt. of India Undertaking)
IVP, GOINDWAL

Tender No: BHE:IVP:Labour:CONT:02/2011 Date: 05.05.2011

TENDER NOTICE

Sealed tenders, in two bids system are invited from the intending experienced labour contractors having labour licensees registration, PF registration, ESI registration and service tax registration number and having experience in similar line of Business for more than 3 years towards supply of Unskilled/semiskilled/skilled labour for need based requirement under different categories in the unit of BHEL, IVP, Goindwal, as and when required. The tender documents should be received by this office on or before 01.06. 2011 Up to 14.30 hours. The technical bid of the tender will be opened on 01.06. 2011 at 15.00 hours in the presence of the tenderers /their authorized representatives. The intimation regarding opening of financial bid will be intimated to those who will be successfully qualify in the technical Bid. The Agencies who have engaged more than 50 persons per year during last 3 (Three) years and having annual turnover of minimum 30, 00000/ (Rupees Thirty lakhs only) per year and above during last three years are eligible to participate in this tender and others may not apply.

The detail tender documents can be available from this office on payment of non Refundable Rs.200/-(Two Hundred only) only in cash/DD in favour of BHEL, IVP, Goindwal Sahib, payable at Goindwal Sahib up to 01.06. 2011 up to 14.30 hrs.

EMD	200000
Tender Cost	Rs.200/- by cash or DD infavour of BHEL,IVP,Goindwal & Payable at Goindwal
Start Date of sale of tender document	11 ^h May 2011 9.00 AM on wards
Last Date and time of sale of tender documents	01.06. 2011 up to 14.30 Hrs
Due date and time for submission of Tender	01.06.2011 up to 14.30 Hrs
Date and Time of opening of Technical Bid	01.06. 2011 at 3.00 PM

*official timing of BHEL,IVP is 8.30 AM to 5.00 PM(Office from Monday to Saturday),the tender document can be collected from the office on any working day.

Fully completed forms/bids should be sent by Registered/Speed Post to the undersigned or dropped in the tender box available at the entrance gate of Admn. Building, BHEL, IVP, Goindwal on or before due date as mentioned above.

DGM (HR&Civil)

Tender Document

Details of the tender document

Tender No: BHE: IVP: LABOUR: CONT: 02/2011

Date: 05.05.2011

Nature of Work: For supply of Contract labour by experienced Contractor of different categories of labour i.e. unskilled & Skilled to BHEL, IVP, Goindwal Sahib.

- 1) BHEL, IVP, Goindwal Sahib is in process of finalizing labour contract for supplying labours of different categories to BHEL, IVP, Goindwal Sahib.
- 2) The tender Document contains following details, as given below.

Sl. No.	Description	ANNEXURE NO.
01.	Notice Inviting Tender	A
02.	Work Specifications	B
03.	Qualifying Requirements	C
04.	Instructions to Tenderers	D
05.	Tender Evaluation Criteria	E
06.	Contractor's obligations	F
07.	Other General Terms & Conditions	G
08.	Technical Bid	I
09.	Price/Rate Bid (One blank Price Bid format duly signed to be sent along with Technical Offer)	J

The duly filled in Technical and Price/Rate bids (Annexure I and J, separately) along with the instructions to the tenderers, Contractor's Obligations, General Terms and Conditions with the signature of the tendered on all the pages and complete in all respects superscripted as **Quotation for Tender No. BHE: IVP: Labour: CONT: 02/2011 for "Supply of labours of different categories to BHEL, Goindwal Sahib"** should reach us in a sealed cover on or before 01.06. 2011, **14.30 hours**) through Registered/Speed Post or the same should be dropped in the tender box available at the entrance gate of Admn. Bldg.

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

Annexure 'A'

NOTICE INVITING TENDER

Tender No: BHE: IVP: LABOUR: CONT: 02/2011 Date:05.05.2011

(1) **Scope of work** : Supplying labour of different categories i.e. Unskilled and Skilled labours to BHEL, IVP, Goindwal Sahib by Experienced contractor.

(2) Tender Evaluation Criteria : **As per annexure: E**

(3) Duration of the contract : One year from the date of award of the contract.

(4) Last date of receipt of tender: 01.06. 2011 at 14.30hrs

(5) Due date of opening of Technical Bid: 01.06.2011 at 15.00 hrs.

(6) Address of Receipt/issue of tender : DGM (HR&Civil)
Document BHEL, IVP, Goindwal sahib

(7) EMD : 200000/-(Rupees Two lakhs only)
Payable in the form of Bankers cheque/Demand Draft in favour of BHEL, IVP, Goindwal Sahib, Payable at Goindwal Sahib. The EMD of the successful Tenderer will be converted to Security Deposit.
In case of others the EMD will be refunded within 15 days from the award of the contract to the successful Tenderer.

(8) Security Deposit : 4lakhs +5 % of exceeding 50 lakhs (as EMD will be converted to security deposit, the remaining security deposit will be deducted @ 10% of the monthly wage bill.

(9) Cost of tender document : 200/-(Rupees Two hundred only)

*Note: Technical Bid And Price/Rate Bid Should Be Submitted In Separate Sealed Envelopes. In Case The Bids Are Found In One Single Envelope Then The "Bids" Are Liable To Be Rejected. These Two Envelopes Should Clearly Be Marked As "Technical Bid" Or "Price/Rate Bid" On The Top Position Of The Envelope (As The Case May Be). These Two Envelopes Should Be Sealed And Be Put In The Third Envelope Which Should Bear The Enquiry No. And Due Date Only.

I/We agree with the above

Signature of Contractor with Seal

Executive In charge

Annexure:B

Tender Document

Tender No:BHE:IVP:LABOUR:CONT:02/2011

Date:05.05.2011

SCOPE OF THE WORK:

To supply unskilled and skilled labourers to BHEL, Goindwal Sahib as per the directions of HOD, Human Resource Management, BHEL, Goindwal. All labourers supplied by the contractor should possess the valid skills & experience as required to perform the job. The number of contract labour may vary from time to time & the total number of contract labour should be approximately 150 numbers (90 Skilled Workers & 60 Unskilled Workers).

I/We agree with the above

Signature of Contractor with Seal

Executive In charge

BHEL – IVP

Annexure 'C'

Tender Documents

QUALIFYING REQUIREMENTS

- a) The Tenderer should have minimum of 03 years experience in the area of Supplying Manpower to companies of repute, preferably to Govt.organisation/PSU/Autonomous organisations.The tenderer should have experience of supplying more than 50 workers per year in last 03 Financial years.
- b) The Tenderer should have completed satisfactory performance with estimated value of 30 lakhs turn over per year & above. (A satisfactory execution certificate must be enclosed for each work from the contractor)
- c) The tenderer should be registered with designated authorities under following acts:
 - (i) The employees Provident Fund Act, 1952.
 - (ii) The Contract Labour (Regulation & Abolition) Act, 1970.
 - (iii)The Employee State Insurance Act, 1948.
 - (iv) Should be registered under Service tax
- d) The tenderer is required to furnish legible photocopy of above four registrations along with its technical offer clearly indicating the contractor's code no. etc. in case of non-submission of the copy of the above four registrations, the offer shall be treated as being from an unqualified contractor and summarily rejected
- (e) The tenderer shall furnish copy of registration under Service Tax.
- (f) The tenderer should have PAN Card &Income tax return of last three years.

- (g) Self certificate that he is not blacklisted/banned/de listed on the date of tender.
- (h) Declaration that he is not guilty by a Court of Law in India for any offence involving fraud, dishonesty and moral turpitude.
Documentary proof in support of above eligibility criteria shall be submitted along with Technical Bid at Annexure I.

I/We agree with the above

Signature of Contractor with Seal

Executive In charge

Tender Document

Annexure:D

BHEL, IVP, Goindwal Sahib

Date:05.05.2011

INSTRUCTIONS TO TENDERERS

1. The tender documents along with the tender cost either in draft or in cash (the original copy of draft/cash receipt should be enclosed along with the tender document. The tender submitted without the requisite tender fee will not be considered.
2. The tender document without the specified amount of EMD will be rejected.
3. Sealed tender complete in all details with regard to terms and conditions referred in the tender specification and declaration from vide annexure –(A to J) duly signed has to be submitted to this office on or before 01.06. 2011 up to 14.30 hrs in double sealed cover with technical and financial bid in envelope super scribed as tender specifications against tender no:BHE:IVP:LABOUR:CONT:02/2011,due to be opened on 01.06.2011 ,15.00hrs
4. Tender shall be submitted either by person or by registered post, any other means of delivery shall not be entertained. When tender submitted by post, any loss or delay shall not be considered. When tender delivered by person, the tenders shall be dropped in the tender box placed at the entrance of the administrative building. The tender received after due date time shall not be considered.

5. BHEL, IVP, Goindwal Sahib reserves the right to any tender without assigning any reason thereof.
6. The tenderers are expected to be fully conversant with the meaning of all the clause of the specification before submitting their tenders. In case of doubt regarding meaning of any clause may ask for clarification in writing from the concerned officer in charge .This however does not entitle the tenderer to ask for time beyond the due date fixed for

receipt of tender.

7. over writing shall be avoided, in the event of discrepancy or arithmetical error in the schedule of price, the decision of the undersigned shall be final and binding on the tenderer.

- 8.The Tender should be accompanied with Xerox copy of labour licensees registration certificate,PF registration certificate,ESI registration certificate and service tax registration no, PAN No, income tax return for last 03(Three) financial years, proof regarding the status of the organization.

I/We agree with the above

Signature of Contractor with Seal

Executive In charge

TENDER EVALUATION CRITERIA

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

1. The bidders meeting qualifying requirements as given in Annexure 'C' shall be evaluated for technical suitability.
2. BHEL officials may visit the tenderer's office & their client's place to evaluate the capability and assess the performance.
3. Capability of the Contractor will be assessed on the basis of previous track record, experience in other organizations, etc.
4. Successful technically qualified tenderers after the above process only will be invited for opening of the rate / price bid.
5. The complete work shall be awarded to one contractor only, on lowest (L-1) basis.
6. The sum-total of all items shall be considered for evaluating the lowest (L-1) bidder.

I/We agree with the above

Signature of Contractor with Seal

Executive In charge

CONTRACTOR'S OBLIGATIONS

A) Towards statutory liability

- i) As mentioned in the terms and conditions enclosed as Annexure 'G' of this contract.
- ii) Contractor shall indemnify BHEL against all claims by statutory authorities and loses under various Labour Laws, statutes or any civil or criminal law in connection with employees deployed by him.
- iii) Contractor shall be responsible for making payment of wages before expiry of 10 days from the last day of wage period and to ensure disbursement of wages in the presence of the authorized representative of contract operating division who shall record under his signature at the end of entries in the Register of wages.
- iv) Contractor to obtain license under CL(R&A) Act, 1970.
- v) The contractor has to deposit the provident fund contribution (Employer), ESI contribution (employer), Service tax at respective statutory agencies and the same amount will be reimbursed only when he will deposit the documents as a proof .
- vi) The contractor has to pay bonus (minimum of 8.33% of wages) to the workers as per the bonus act 1965 and the same will be reimbursed only when the contractor submit the proof of payment of bonus. The bonus amount will carry the contractor's margin and the service tax will also be applicable on that.

B) **Towards Finance**

i)Contractor to arrange his own finance for carrying out the job including supply of tools, tackles and equipments to his workers , materials, payment of wages to his workers etc. The rates quoted will be exclusive of provident fund contribution (Employer), ESI contribution of Employer, Bonous contributions and service taxes applicable. The Provident fund, ESI and bonous and service taxes will be reimbursable subject to submission of proof of that at the time of submitting the bills. The contractor has to quote his margin and any other charges applicable if any in the format given in the price bid .The copy of challans of Provident fund deposited at regional provident fund commissioners and copy of ESI challan deposited at regional ESI commissioner, copy of service tax deposited at regional service tax commissioner. Every month the Contractor has to submit the PF challan, ESI challan,Service tax challan.

The prevailing minimum wages rates as per govt of Punjab are given below.

i)Minimum wages for skilled worker as per govt of Punjab notification(1.03.2011) is Rs.175.73 per day per worker.

ii)Additional wages paid by BHEL,Goindwal for skilled worker in addition to Minimum wages of Govt of Punjab is Rs.96.15 per day per worker.

iii)Minimum wages for unskilled worker as per govt of Punjab notification is Rs.147.73

iv)Minimum Wages for unskilled worker paid by BHEL,Goindwal in addition to minimum wages of Govt of Punjab is Rs.76.92

v)The contractor has to ensure the minimum wages for skilled is Rs.271.88

vi)The contractor has to ensure the minimum wages for un- skilled is Rs.224.65

vii)The revision of minimum wages will be paid by BHEL,Goindwal as per the notification from time to time by the Govt.of Punjab but there will be no revision in the minimum wages paid by BHEL in addition to the minimum wages paid by Govt.of .punjab.

viii)The statutory payments/deduction will be made proportionately on the basis of the revised rate.

I/We agree with the above

Signature of Contractor with Seal Executive In charge

BHEL – Goindwal

Tender Documents

Other General Terms & Conditions

Terms and Conditions of Contract for supply of skilled/Semiskilled/unskilled Workers

- A) Scope of Work: Supply of skilled and unskilled workers on Contract basis at BHEL, IVP, Goindwal, 433, Industrial Complex, Goindwal, Tarn Taran, Punjab, Pin-143 422

B) Terms and Conditions:

The said contract will be for initially for a period of one year commencing from the date of signing the contract which may be extended for further for a maximum period of one year with same terms and conditions subject to mutual consent and agreement of both the parties; and subject to satisfactory performance of Contract. However in normal circumstances the agreement is terminable by giving 2 months notice in writing by either party to the agreement.

2. The contracting agency shall render the following services to BHEL, IVP, Goindwal.

- a) To supply skilled & unskilled workers on contract basis in BHEL, IVP, Goindwal, the supplied contract labours should be competent to execute the work assign to them

3. The working hours will be as under:

The operation of BHEL, IVP, Goindwal run for three shifts. Monday to Saturday. Sunday is observed as week end holiday, however the contract labours may be called on Sundays as and when required, for which extra payment as per the factory act will be paid.

Shift timing details given below:

1st Shift: 06.00 hrs. to 14.30 hrs.

2nd Shift: 14.00 hrs. to 10.30 hrs.

3rd Shift: 10.00 hrs. to 06.30 hrs.

4. The workers deployed shall be healthy, active and neither less than 18 nor more than 55 years of age. Nobody shall have any communicable diseases.

5. The workers deployed shall be in uniform of particular colour and always with identity card. The agency shall provide fully trained and disciplined workers. The uniform will be supplied by the contractor from its own cost.

6. The contractor shall bear all the expenses regarding preparation of identity card, compensations, wages and allowances, PF, ESI, Bonus as applicable relating to workers engaged by him and abide by the provisions of various labour legislations including weekly off and working hours. The contractor shall pay the wages to the workers on or before the 7th of every succeeding month, irrespective of delay in payment of bill by BHEL for whatever reason. Wages payable shall not be less than composite total of the minimum wages payment as declared by the govt. of Punjab from time to time and the additional wages paid by BHEL, IVP, Goindwal. The contractor shall also quote his rate of profit (Margins) in addition to the wages to be paid to his workers\ and any other charges if any. Contractor shall submit workers EPF number and proof of submission of EPF, ESI, Service tax etc as applicable every month for the previous month along with the monthly bill with respect to all employees deployed by him at BHEL, IVP, GOindwal.

The manpower agency shall specify ensure compliance of various labour laws/acts including but not limited to with the following and their re-enactments/amendments/modifications.

- a) Payment of Wages Act 1936
- b) The employees' Provident Fund and miscellaneous provision Act 1952.
- c) The factory Act 1948
- d) The Contract Labour Regulation and Abolition Act 1970.
- e) The Payment of Bonus Act 1965
- f) The Employees' State insurance Act 1948
- g) Payment of Gratuity Act 1972.
- h) The Minimum Wages Act 1948
- i) Workmen Compensation Act 1923

(Any other labour laws as per applicable will be taken in to consideration of compliance of labour laws in this contract.)

7. The workers will have to be screened by the contractor regarding their character, antecedents and conduct. IF any reports found against any contract labor in the duration of the contractor, the contractor has to remove that particular worker form duty and also the factory premises with immediate effects. Any normal replacement the contractor interested to do may be communicated to the contracting department in writing. Any additional contract labour deployment will be done only by the approval of the contracting department.

8. In case of any loss that might be cause to BHEL due to lapse on the part of the workers deployed by the Contractor, such loss shall be compensated by the contractor/contracting agencies and in this connection, BHEL has the right to deduct appropriate amount from the bill etc. to make good of such loss to BHEL beside imposition of penalty. In case of any deficiencies/lapses on the part of the personnel deployed by the contractor, BHEL shall be within its right to terminate the contract forthwith or take any other action without assigning any reason whatsoever.

9. In case of death or mishap occurred during discharging the duty; the compensation liability will solely rest with the contractor.

10. The contractor's authorized representative (owner/director/partner/manager) shall personally contact the head of the contracting department or office in charge of administration of BHEL at least once in a month to get feedback on the services rendered by the contractor Viz-a-viz corrective action required to make the services more efficient.

11. In the event of contract labours being on leave/absent, the contractor shall ensure suitable alternative arrangement to make up for such absence. To meet such eventualities the contractor shall make provision for leave reserve, failure on this account shall attract penalty double the wages payable to the contractor for such absence.

12. The contractor has to deposit 4lakhs +5 % of the amount exceeding 50 lakhs (as EMD will be converted to security deposit) the remaining security deposit will be deducted @ 10% of the monthly wage bill.

13. The contractor shall arrange to maintain the daily shift wise attendance record of the contract workers deployed by him. A copy of the monthly attendance record should be submitted to the contracting department. The attendance record may be demanded from the contractor at any point of time for verification by the contracting department.

14. If any point of time it come to the notice of BHEL that the Contract workers deployed are different from the list provided(with attested photographs)BHEL will be well within its right to impose penalty not exceeding five times the wages payable to the contractor for each person identified.

15. The contractor shall solely responsible for all payments/dues of the workers employed and deployed by him with reliable evidence provided to BHEL. In the event BHEL makes any payment or incurs any liability, the contractor shall indemnify BHEL completely.

16. In case of any dispute arising out of this agreement then BHEL shall nominate any officer a sole arbitrator to adjudicate upon the issue involved in the dispute and provisions of the arbitration act shall be applicable.

17. In case of any dispute with regard to providing services and interpretation of any clause on the agreement, Tarn Taran/Amritsar Court will have the jurisdiction to settle and decide all the dispute.

18. Income Tax TDS as per rules shall be deducted from the bills of the contractor as per applicable laws.

19. As when BHEL requires additional workers on temporary or emergency basis, the contractor will depute such workers in accordance with pro-rata rates. For the same a notice of Two days will be given by BHEL.

20. Any violation of instructions/agreement or suppression of facts will attract cancellation of agreement without assigning the reasons.

21. The contractor will be held wholly responsible for any action taken by the statutory bodies for violation/non compliance of any such provision /rule.

22. The contractor should maintain all the records and documents under various labour laws applicable to contract labours and make them available to BHEL when ever demanded and required. Like register of workmen, Employment card(to be issued to workers), muster roll, Register of wages, wage slip, OT register, Register of deductions etc.

23. The above records and the following returns filed by the contractor have to be produced to the HR department of BHEL on demand and original /photocopies of these records should be handed over every month.

- i) Form XII - REGISTER OF CONTRACTOR
- ii) For XIII - Register of workmen employed by contractor(Rule 75)
- iii) Form XIV - Employment card issued by contractor (Rules 76)
- iv) Form XVI - Muster Roll
- v) Form XVII - Register of wages (Rule 78(a) (i))
- vi) Form XIX - wage slip (Rule 78(b))
- vii) Form XX - Register of deductions for damages or loss (rule 78(1) (a) (ii))
- viii) Form XXI - Register of Files (Rule 78(1)(a)(ii))
- ix) Form XXII - Register of advances (Rule 78(1)(a)(ii))
- x) Form XXIII - Register of overtime (Rule 78(1)(a)(iii))
- xi) Form XXIV - Return to be sent to the contractor to licensing officer (Rule 82(1))

- a) Return in form 5, 10 & 12(A) which is submitted monthly under the provisions of the Employees provident funds & miscellaneous provision act 1952.
- b) Summary of contribution (Form-5) under Section-44 regulation of 25 of the ESI act 1948, also the return filed under section 44, regulation 26 of the said act along with the monthly return.
- c) Half yearly return in Form XXIV under Rule 82(1) of the contract labour (R&A) Act 1970.
- d) Annual return filed in form 3A/6A under the employees Provident Funds & MP Act 1952.
- e) Any other applicable returns.

24. The contractor should obtain a licence from labour commissioner to engage the contract labour as per contract labour act within a period of one month from the date of awarding the contract.

25. The contractor should ensure payment of wages to his workmen on or before 7th of every succeeding month. The payment of wages will be made in presence of authorized representatives of BHEL at place and time notified for the purpose.

26. The wages shall be paid to the workers by deducting individual workers PF and ESI contributions.

27. The contractor should ensure that his workmen are granted holidays/leave as per applicable act/rules.

28. BHEL reserves the right to withhold bills if the contractor fails to produce proof for having remitted the PF/ESI dues.

29. If any worker of the contractor indulges in theft or any illegal/irregular activities, misconduct, the contractor will take appropriate action as per law and rules against its erring workers in consultation with this office and intimate the worker. Such workers, who indulge in such type of activities, should not be further employed in this office by the contractor in any case.

30. Whenever there is a duplication of clause either in terms and conditions or in the agreement, the clause which is beneficial to BHEL will be considered applicable at the time of any dispute/following any statutory rules.

Note: These terms and conditions are part of the contract/agreement as indicated in the agreement between BHEL and the Contractor/agency/contracting Company and any non compliance shall be deemed as breach of the contract.

BHEL – Goindwal

Tender DocumentsTechnical BidSUMMARY OF COMPLIANCE TO REQUIREMENT OF TENDER

Sl. No.	Description of the requirement	Yes/No	Page No
1	Copy of labour licence	Yes/No	
2	Registration certificate of Provident Fund and PF code allotted by Regional provident fund commissioner	Yes/No	
3	Copy of ESI registration and code	Yes/No	
4	Copy of PAN card	Yes/No	
5	Copy of registration under Service Tax	Yes/No	
6	Last three financial years IT Returns	Yes/No	
7	Last three years of balance sheet certified by a CA.	Yes/No	
8	Performa containing details of other organizations where such contract carried out in last three years.	Yes/No	
9	DD/Bankers cheque of EMD i.e. 200000/- (Rupees two lakhs only)	Yes/No	
10	Priced bid Proforma completed and sealed in separate envelope	Yes/No	
11	Undertaking of the agency confirming the availability of adequate manpower of requisite qualification and experience for deployment at BHEL	Yes/No	
12	Acceptance of terms and conditions of tender document duly signed on each page as token of acceptance and submitted as part of tender document.	Yes/No	
13.	Self undertaking by the bidder to the effect that the agency/company is not black listed or any criminal cases or fraud cases pending against the proprietor/agency/firm relating to previous contract	Yes/No	
14	Three years of satisfactory experience certificate from the previous employer	Yes/No	

Declaration by the tender:

This is to certify that I/We before signing this tender have read and fully understood all the term and conditions here in and undertake myself/ourselves to abide by them.

Encls.:DD/Bankers cheque of (EMD) No:

: Terms and conditions (one ach page must be signed and sealed)

: Financial Bid

Date:

(Signature of Tenderer with seal)

Name:

Office Address:

Phone NO.

BHEL – Goindwal**Tender Documents****Price-Bid**

SL.No	Description	Minimum wages per day	Contractor's margin	Any other charges if any	Total Per day Per Worker
01	Skilled Worker				
02	Unskilled Worker				

*Provident fund contribution(Employer),ESI contribution (employer), Bonous contributiun @ 8.33 % ,service taxes will be reimbursed to the contractor subject to submission of documentary proof .

*The prevailing minimum wages rates as per govt of Punjab are given below.

Minimu wages for skilled worker as per govt of Punjab notification(1.03.2011) is Rs.175.73 per day per worker.

Additional wages paid by BHEL,Goindwal for skilled worker in addition to Minimum wages of Govt of Punjab is Rs.96.15 per day per worker.

Minimum wages for unskilled worker as per govt of Punjab notification is Rs.147.73

Minimum Wages for unskilled worker paid by BHEL,Goindwal in addition to minimum wages of Govt of Punjab is Rs.76.92

- The contractor has to ensure the minimum wages for skilled is Rs.271.88
- The contractor has to ensure the minimum wages for un- skilled is Rs.224.65
- The revision of minimum wages will be paid by BHEL,Goindwal as per the notification from time to time by the Govt.of Punjab but there will be no revision in the minimum wages paid by BHEL in addition to the minimum wages paid by Govt.of .punjab.
- The statutory payments/deduction will be made proportionately on the basis of the revised rate.