	WORKS CONTRACTING DEPARTMENT, BHEL BHOPAL	Page 1 of 2
	SPECIAL CONDITIONS (NIT : 33890401)	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. Terms and Condition of ETP contract :

- a) 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, experience etc.
- b) Contractor will ensure that the job is executed through his employees on his rolls and under no circumstances the contractor will deploy any casual employees to carry out the job nor shall sub-contract the job.
- c) Timing of execution of work shall be as per BHEL shift timing apart from general shift including holidays and Sundays.
- d) **All necessary consumable chemicals/items required operation and maintenance of ETP are in the scope of Contractor.**
- e) Contractor shall maintain the attendance register for all the staff.
- f) All required PPE's like hand gloves, facemask, chemical respirator etc. shall be in the scope of Contractor. All the workers should be provided with uniform, shoes, safety helmet & identity cards by the contractors
- g) The contractor has to provide a distinct uniform different from BHEL employees. The Uniform shall be kept in neat, tidy and wearable condition. Helmet shall be integral part of uniform.
- h) The tenderer shall follow safety measure for carrying work at heights, handling chemical cleaning agents as per Labour Laws.
- i) The responsibility of fulfilling liabilities under various labour laws such as workmen's compensation Act, industrial disputes Act, minimum wages Act, Payment of bonus act, factories act. & contract labour act etc, is of the contractor responsibility.
- j) There will be section in-charge who will certify the work done. Proper log / measurement book be maintained by the party and signature of in charge to be taken on two occasions (shift wise). Names of officers to certify shall be given after placement of works contract.
- k) An internal feedback system for verification of work and certification by section in charge will be the basis for clearing the bills.


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 authorised representative of contract awarding deptt. 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.

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

Type of Worker	BHEL Recommended Minimum wages effective from 01-10-2019
Skilled(supervisor)	Rs.462.94

“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”.

- a. The bills for payment shall be submitted on monthly basis be made on a monthly basis as per the accepted rate based on the activities carried out as in the schedule of work duly making deductions, if any, for the various activities as mentioned in Penalty clause. In case of short deployment of man power the deductions shall be made on a daily basis.
For example : No of days x per day rate, wherever mentioned less penalty if any as per clause 4 below.
 - b. The bidder 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 contract & **No ESCALATION** of price will be permissible throughout the contract period.
- 4. Penalty Clause :-** Penalty shall be levied for short deployment of working crew/supervisors (daily basis), poor quality of work, workers not wearing uniforms / safety gear and all other non-conformances of tender terms.

Penalty will be applicable as per the description given below amount of penalty will be calculated on daily basis and this amount will be deducted from running bill on monthly basis.

Sl. No.	Description	Penalty
1.	For non deployment of operator	1.5 times of per day of awarded rate
2.	For 'below par' performance of execution of work.	5 % of monthly bill
3.	For not wearing uniform etc. by the labourers, supervisors etc.	Uniform- Rs 10 per day per Operator.

Note :

- (a) Penalty shall be calculated for the total absence from required deployment in a month, given in the beginning of month by department.
- (b) No payment shall be made for non-deployment of operator.

Name & signature of the bidder

(Seal)