

- ☒ eMail for compliance dtd 05/01/2017 Works Policy 2016 (ppt)

- ☒ ESIC Notofication (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**

- ☒ वक्स 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

#### 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

#### Minimum wages Circulars

M P State Minimum Wages for Skilled/Semi-skilled/Unskilled workers under Scheduled employments of Minimum Wages Act, 1948 - effective from 01/04/2019 **NEW**

Type of Worker	BHEL Recommended daily wages Effective from <b>01.04.2019</b> <b>NEW</b>
Skilled	Rs.452.94
Semi-skilled	Rs.431.56
Unskilled	Rs.407.32

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

Type of Worker	BHEL Recommended daily wages Effective from <b>01.04.2018</b>
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 <b>01.04.2017</b>
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
Semi-skilled	Rs.398.72
Unskilled	Rs.374.48

Type of Worker	BHEL Recommended daily wages Effective from 01.10.2015
Skilled	Rs. 410.10
Semi-skilled	Rs.388.72
Unskilled	Rs. 364.48

Type of Worker	BHEL Recommended daily wages Effective from 01.04.2015 to 30/09/2015
Skilled	Rs. 407.22
Semi-skilled	Rs. 385.84
Unskilled	Rs. 361.60