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BHARAT HEAVY ELECTRICALS LIMITED
RAMACHANDRAPURAM:: HYDERABAD - 32
(HUMAN RESOURCE MANAGEMENT)

IOM

From
Jishnu Paul Chakma
Executive/ HR-IRX

To
All Contract Executing Officers

No. : HR/IR/CL/DA/01.10.2012
Dt.: 16.10.2012

Sub: Revision of Dearness Allowance to workforce engaged by various Contractors-Reg.

Consequent to the increase in Dearness Allowance (D.A.) communicated by Regional Labour Commissioner (Central), Hyderabad vide memorandum no. 47(02)/2012-C2, dated 27.09.2012, applicable to Contract Labours engaged with effect from 01.10.2012. Accordingly, Daily Wage Rate payable to Contract Labour in BHEL R C Puram stands revised as given under:

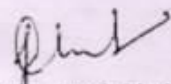
Category	USW	SSW	SW
Daily Wage Rate w.e.f. 01/04/2012	350.65	383.30	415.42
Increase in DA w.e.f 1/10/2012	9.00	10.00	11.00
Daily Wage Rate w.e.f. 01/10/2012	359.65	393.30	426.42

Note: The above amounts are arrived at after considering "BHEL consolidated wages" payable to contract labour working in BHEL and revised D.A as notified by Regional Labour Commissioner (central), Hyderabad.

The Contract Executing Officers are requested to ensure that Contractors pay the 'Daily Wages' as shown above to their Workforce w.e.f. 01/10/2012. In case, the Workforce is engaged on overtime by the contractor, they have to be paid double the wages as per the provisions of Factories Act 1948. The Workforce is also entitled for Holidays which are applicable to BHEL and 1 day leave for every 20 days of working and payment of maximum Bonus under the payment of Bonus Act 1965 (a suitable clause may be incorporated in the Contract Agreement) etc.

The PF& ESI at the rate of 12% and 1.75% respectively on the daily wages are to be deducted as Employee's contribution. Further, Contractor shall pay Employer's contribution as per the provisions of said Acts. It is once again reiterated that all the Contractors shall also provide Uniform, Safety Shoes and other Personal Protective Equipments (PPEs) as required to their Workforce and maintain all Registers and Records up to date.

It is to be noted that the anticipated increase in DA (item J) in the Unit Rate IOM No. HR/IR/CL/UR/2012 dated 21.07.2012 shall now be replaced by the actual increase in DA as given above w.e.f. 01.10.2012 till further communication.


(Jishnu Paul Chakma)
Executive/HR-IR

Copy to:
All GMs/HODs/DROs
AGM/ HR-IR
AGM/ FINANCE

--- for kind information
--- for kind information
--- for kind information with a request to communicate to all
Concerned Finance Executives