

**BHARAT HEAVY ELECTRICALS LIMITED
RAMACHANDRAPURAM:: HYDERABAD – 32
(HUMAN RESOURCE MANAGEMENT)
IOM**

From: A. Magendra Varman
Sr. DGM,/HR-IRX

To: All Contract Executing Officers
Through:HOD
Shri
Designation:

No. :HR/IR/CL/UR/2012
Date: 21.07.12

Sub: Various Elements to be considered while finalizing the estimation for Job/Work Contracts-Reg.

In order to ensure uniformity in implementation of various statutory provisions applicable to Contract Labours engaged by various Contractors, the following elements may be considered in addition to the tender conditions while finalizing the tender process in terms of Role Model Contract system with effect from the dates mentioned below:

Item	Particulars for Contract Labour Unit rate	USW	SSW	SW
Particulars w.e.f. 01/10/2011 to 31/03/2012				
A	Daily Wage Rate	336.65	368.30	399.42
Particulars w.e.f. 01/04/2012 to 30/09/2012				
B	Increase in DA , as per GO No. 4791/2012-C2	14.00	15.00	16.00
C	Daily Wage Rate(A+B)	350.65	383.30	415.42
D	Leaves & Holidays coverage w.e.f. (18+11) on C x 29/302	33.67	36.81	39.89
E	Employer contribution towards PF & ESI on (C+D) x 18.36%	70.56	77.13	83.60
F	Bonus @ 20%(Rs.3500x12x20%/302)	27.81	27.81	27.81
G	Uniform Rs.1000/- per year (2 pairs with stitching charges and one cap)	3.31	3.31	3.31
H	PPEs (3% on C for USW)	10.52	10.52	10.52
I	Daily Unit Rate (C+D+E+F+G+H)	496.52	538.88	580.55
Particulars w.e.f. 01/10/2012 to 31/03/2013				
J	Expected DA increase(last two increase/2)	11.50	12.50	13.50
K	Daily Unit Rate (I+J)	508.02	551.38	594.05

Contract Executing Officers shall ensure the above. This has the approval of the Competent Authority.

(A MAGENDRA VARMAN)
SR. DGM/HR-IRX

CC: All HODs