



MADHYA PRADESH POWER TRANSMISSION CO. LTD.

(A wholly owned Govt. of Madhya Pradesh Undertaking)

CIN:-U40109MP2001SGC014880,

Regd. Office : Shakti Bhawan, Rampur, Jabalpur - 482008 (M.P.) Tel.(0761)2661234, Fax No.(0761)2664141, e-mail:-md_mpptcl@hotmail.com, website:mptransco.nic.in



No.SE/EHT:C/ENQ/96

Jabalpur, Dated. 11.04.2018

To,

M/s.....

.....

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Sub: - Enquiry for providing of 02 No. Drivers through service provider on outsourcing basis for truck/crane driver.

Bidders are invited to offer competitive rates for providing services of 02 Nos. Drivers at SE(EHT:C)Circle, MPPTCL, Jabalpur on outsourcing basis during the office hours. The enquiry is due for opening on **01.05.2018** at 3.00 PM. Please note that the offer received after due date and time will not be considered. The offers should be submitted by the firms/agencies only, offer in the name of individual shall not be accepted. The other terms and conditions of enquiry are as follows: -

TERMS & CONDITIONS:

1. SUBMISSION OF OFFER: The offer shall be submitted in a sealed envelope duly super scribed. **"Offer to award contract for providing services of two nos. truck / crane driver"**. The offer should be submitted in the O/o SE(EHT-Construction)Circle, MPPTCL, Jabalpur on or before **01.05.2018** up to 2.30 PM & will be opened on the same day i.e. **01.05.2018** at 3.00 PM. The envelope containing offered price (Schedule-I) shall be opened separately after evaluation of documents for which intimation to successful contractors shall be given separately. In case date of opening of enquiry is declared as holiday, the enquiry will be received and opened on the next working day at the specified timings as mentioned above.

1.01 Sealing and Marking of Bids

- (a) The bid shall be submitted in sealed envelope containing three separate inner envelope duly sealed and marked " Cost of document & Earnest Money", "Qualifying & Techno-Commercial requirement" as indicated clause No:3, Annexure-I and Annexure-II and "Price Schedule"
- (b) The first envelope marked with "Cost of document & Earnest Money" should contain the Banker's cheque/Demand Draft.
- (c) The Second envelope marked with "Qualifying & Techno-Commercial requirement" should contain Documentary evidence of details required as mentioned in Annexure-II to be kept in this envelope duly filled-in.
- (d) The third envelope marked with "Price Schedule" should contain the details of price in accordance with Schedule-1 PART (A) & PART (B).

The details of monthly basic rates Part (A) has been indicated in Schedule-I.

- (f) All the envelopes shall be addressed as under:-
**Superintending Engineer
(EHT-CONSTRUCTION) Circle
Near Taranga Auditorium,
Madhya Pradesh Power Transmission Company Ltd.,
Rampur, JABALPUR -482 008 (MP).**
- (g) The outer main envelope containing the above envelopes shall bear the following identification"
"Enquiry No: ----- dated----- due on _____ (due date of opening) for _____ (name of work) ". The words "DO NOT OPEN BEFORE" _____ (date of offer opening) should also appear on it.
- (h) The outer and inner envelopes shall also indicate the name and full mailing address of the Service provider to enable the offer to be returned unopened in case it is declared "Late" or otherwise not acceptable.
- (i) If the outer envelope is not sealed and not marked as indicated above, the MPPTCL will assume no responsibility for the offer misplacement or premature opening.
- (j) Each question of the questionnaire (Annexure -II) should be answered in full. These conditions are very essential otherwise the offer is liable to be rejected.
- (k) When Bids are delivered by special messenger, they should be deposited in the tender box kept in the office of the S.E. (EHT-Construction) Circle, MPPTCL, Jabalpur on working days between 02.00 PM to 5.00 PM except on due date of opening. Nobody is authorized to receive or grant receipt for offer delivered by hand.
- (l) Offer submitted by FAX/Telex cable / Telegram shall not be accepted.
- (m) The offer will not be considered unless, it is accompanied by the Income Tax payment Certificate in the form prescribed for the purpose by the Income Tax Department.

1.02 Deadline for submission of Offer:

Offer must be received by MPPTCL at the address specified under para 1.01 (f) above, no later than the time and date mentioned in the enquiry. In the event of specified date for submission of offer being declared a holiday for MPPTCL, the bids will be received up to the appointed time on the next working day.

It is the responsibility of the contractor to ensure that the tender, earnest money is delivered in above office before the specified time.



1.03 Late submission of Offer:

Any offer received by MPPTCL after the dead line for submission prescribed by the MPPTCL will be rejected and shall be returned unopened to the contractor.

1.04 Validity of Offer:

For a period of minimum six months from bid opening date.

- 2.** The driver deployed by the agency/bidder should have valid Heavy vehicle Driving Licence and should be cooperative and amicable in nature. The driver should be physically fit and healthy eyeside and not more than 40 years old. The driver should not have any past history of criminal records or Alcoholism or Drug Addiction. They shall not be entitled for any benefit and shall not claim any priority in case direct vacancies are announced in future. The working period shall be of 8.00 hours. The personnel shall get half an hour specified break between the working hours on all working day. The weekly off on Sunday and all gazette holidays shall be allowed to them. However, as per necessity, they may be called for performing the official work on any holiday & weekly off. They should always carry a photo identity card issued by the contractor and signed by the department head where they are deputed.

3. Drivers' Obligation :

Contractor should comply with the following:

- (i) Identity Cards: Proper Identity Cards to Drivers after verifying their antecedents through Local Govt. offices.
- (ii) Uniforms: Bidder shall provide uniforms to Drivers as required under the rules and the uniforms shall be worn by the Drivers all the time while on duty.
- (iii) Driving Licence: Attested copy of Drivers' valid applicable Driving License should be submitted during the contractual period. Drivers residential address shall also be provided by the bidder.
- (iv) Experienced Drivers: Bidder shall provide qualified and experienced licensed driver who is well conversant to drive crane as very costly equipments and materials are to be handled with a great accuracy.
- (v) Vehicle Up-Keep: Driver shall keep the vehicle in good condition.
- (vi) Mobile Phone: Driver should be provided with a duly activated cell phone and the detail of cell phone number of driver to be provided to concerned EE(EHT:C)/(Trans-Store)Dn., , for this no extra charge will be payable.

4. Submission of document:

Copies of following documents are required to be submitted:

Income Tax return for last three years, 2014-15, 2015-16, 2016-17

- PAN
- EPF No.
- GST registration number
- Order copies and performance certificates for the last two years i.e. FY 2016-17, 2017-18 and orders under execution for FY 2018-19.

The above mentioned valid documents in the name of firm/ proprietor shall accompany the offer else, the offer may be rejected.

5. Rates:

In "Price Schedule" Schedule-1, Part-A, the Labour Charges (Min. wages, EPF & ESIC on wages at prevailing rates) for complete scope of work have been indicated. The Labour charges indicated in Part-A of Schedule-1 are based on Minimum wages declared by Labour Commissioner GoMP and applicable w.e.f. 01.04.2017 for various categories. The bidders are required to quote their rates for Service Charges only in the Part-B of "Price Schedule" Schedule-1. The Service Charges shall include all the expenditures other than labour charges viz. ESIC Insurance of employee for taking care of medical expenses, Pradhan Mantri Jeevan Jyoti Yojna & Pradhan Mantri Bima Suraksha Yojna etc. various incidentals, overheads, administrative and supervision charges/ expenses etc involved in the execution of the work as per scope of the tender and also the profit of the contractor. The contractor shall at all time during the tenure of this contract at his own expense shall arrange insurance of employees engaged bny him from any of IRDA approved General Insurance Companies against all liabilities under the Workman Compensation Act in case of death of bodily injury, payable to any worker and damage to property of third person. The Labour Charges shall vary in accordance with revision of minimum wages by Labour Commissioner from time to time. The total sum of Part-A (Basic Labour Charges, variable) and Part-B (Service Charges also variable) of Schedule-1 shall be payable to the L-1 bidder after seeking award. For obtaining the payment of total labour cost indicated in Part-A of the price schedule, the successful bidder shall have to submit proofs/evidences regarding the payment made by him for the items covered in the Part-A of price schedule (viz. payment of monthly minimum wages, EPF & ESIC wherever applicable). Compliance of ESIC rule is mandatory if applicable to the area. After revision of the minimum wages the order rates shall be revised, accordingly on the basis of revised labour cost & service charges. Also the commendations of Central/State Human Right Commission shall be applicable for compensation in case of any accidents/causalities occurs.

The Driver may be deputed for transportation of material within the M.P. for which he may travel with truck outside for which responsibility of payment of T.A./D.A shall rest with the service provider. Please quote your service charge considering the above expenses.

6. Taxes & Duties

- 6.1 The deduction of income tax, GST and any other taxes as per statutory requirement of this contract shall be made from monthly bills.
- 6.2 The payment/deduction of various taxes duties shall be made as per prevailing rules and statutory requirement of this contract as given hereunder:-

As per prevailing circular/rule 100% GST at prevailing rates shall be payable by MPPTCL directly to the concerned taxation authority. Therefore, No GST shall reimbursed/payable to the bidder. In case of any changes in Tax rates/rules the

Address for correspondence:- Semi Permanent Block No.4, Near Tarang Auditorium, Rampur, Jabalpur 482008 **Phone No. (0761)-2702274, 2702282, e-mail:-seehtcjb@gmail.com**

same shall be payable within contractual obligation period at prevailing rate and as per rule.

7. Cost of document and EMD Requirement :

- 7.01 The enquiry document can be downloaded from MPPTCL web site www.mpttransco.in and document cost in form of DD should be submitted along with earnest money deposit.
- 7.02 The enquiry documents can also be obtained from the office of the undersigned on payment for ₹560.00 including GST + ₹150.00 (Postal charges, If required by post) in the form of Bank Draft/Banker Cheque in favour of Regional Account Officer, MPPTCL, Jabalpur for providing truck/crane driver which is not refundable.
- 7.03 The Bidder shall deposit the document cost and Earnest Money amount @ ₹5300.00 in the form of Bank Draft/Banker Cheque in favour of Regional Account Officer, MPPTCL, Jabalpur for providing truck/crane driver.
- 7.04 If the required document cost and earnest money are not submitted by the bidder, then the officer shall be treated as non-responsive.

The DD/Banker cheque shall be submitted in sealed envelope superscripting Document cost and Earnest Money against enquiry No: Dated

8. Security Deposit:

The Successful bidder will have to deposit 10% security deposit of the order value. The amount of the EMD shall be converted in to security deposit and retained for entire contractual period for faithful performance of terms & conditions of the order and satisfactory completion of the contract and if, there is no claim for recovery against bidder. The balance 8% security deposit shall be deducted from each running bills.

9. EVALUATION :

The evaluation of lowest bidder will be done on the basis of the total sum of Part-A (Labour cost, variable) and Part-B (Service Charges, variable) of Schedule-I.

In case of arithmetic errors if any, committed by the bidders in their price bids (Schedule 4), the MPPTCL reserves the right to correct it in following manner:

- (a) If any error is committed in the total amount due to calculation in any of the individual item, consequently causing the error in Subtotals/Grand total, the error at it's origin will be corrected first and then Sub Total & Grand Total will be corrected accordingly to the end in that order. The rates quoted by the bidders will not be changed in any case.
- (b) If there is a discrepancy between words and figures, the amount in words shall prevail, unless the amount expressed in words is related to an arithmetical error, in which case the amount in figures shall prevail subject to [8(a)] above.
- (c) The correction made above will be binding on the bidders and deemed to be accepted by him.

- (d) In case of any ambiguity in the quoted rates MPPTCL, may interpret to its benefit. MPPTCL, also reserves its right to correct as given above or to reject such ambiguous/absurd offers without giving any reasons whatsoever.

In case it is found that there are more than one L-1 bidder then selection of bidder shall be made as per the following methodology in sequential way:

Option (i) Taking discount percentage from all L-1 bidders in sealed envelopes. However, the final percentage arrived after discount shall in no case be less than the minimum percentage specified in the tender.

Option (ii) If no result is found in adopting Option (i), then by allotment on the basis of mutual consent equally among all L-1 bidders.

Option (iii) If no result is found in adopting Option (i) and (ii), then by following Lottery System ensuring equitable distribution of the work. (The bidder selected once in the lottery system or otherwise shall not be given the opportunity for securing more works till all other L-1 bidders are given atleast one work. Further, if number of works are more than the no. of bidders in tie, 2nd chance & so on will be given to them only after allotting one work to each bidder).

Option (iv) Any other alternate which deem fit in the interest of the MPPTCL and depending upon the circumstances arised.

The final decision in this regard will be taken by MPPTCL as per circumstances encountered at the time of finalization of tender which will binding on all bidders.

10. **Submission of documents with bills by the contractor and Payment Term:**

It is mandatory on the part of bidder to furnish the following documents to the O/o EE(EHT:C)/EE(Trans-Store), MPPTCL, Jabalpur who will verify and pass the monthly bills on that basis and send to the RAO for releasing the payment. The payment shall be made within 30 days after submission of bill alongwith following documents.

- List of employee (giving name and qualification) engaged by the contractor.
- GST registration certificate
- A copy of ESIC policy covering all shall be submitted along-with the first bill.
- Details of payment made to the staff engaged by the contractor, on monthly basis.
- Documentary evidence of remittance of employees' and self EPF contribution to EPF Authority on monthly basis.

Further bills for subsequent months/quarter shall be admitted after compliance of above.

11. **Payment to the contractor:-**

Payment to the contractor shall be made on monthly basis normally within 30 (Thirty) days or in turns as per queue whichever is later after satisfactory completion of work in each month and on submission of bill in triplicate to the O/o EE(EHT:C)/(Trans-Store)Dn., MPPTCL, Jabalpur. The TDS as per applicable rates shall be deducted from the Agency's monthly bill. However, no interest will be paid by the company on account of delayed payment.

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12. Implementation of employee's provident fund & miscellaneous provision act 1952.

The provisions on Employees Provident Fund & Miscellaneous Provisions Act- 1952 are applicable in respect of employees engaged by the contractor. The following instructions are to be followed for statutory compliance of proper implementation of the EPF Act :

Every employee shall have to be enrolled for the membership of Employees, Provident Fund in accordance of the provisions of "Employee provident fund" and Misc. provision Act.1952 with all the amendments as may be enacted by the Provident Fund Commissioner from time to time.

The contractor shall be responsible for deduction towards E.P.F. contribution from workers and remittance to E.P.F. authorities together the amount contributed by him and its deposition with the concerned authority along with his share. The prescribed yearly format duly verified/ accepted by EPF authority shall be submitted to the Engineer-in-charge for confirmation of deposit of EPF share of individual labour engaged by the contractor with concerned authority. Otherwise the security deposit will not be released.

The contractor shall be responsible for payment of wages to each worker employed by him as a contract labour in accordance with the provisions of the law. The payment of minimum wages to the staff employed by the contractor shall be made by him on monthly basis through Cheque/DD in the presence of authorized representative of the principal employer or by NEFT to worker's bank account only till first week of next month for preceding month positively, failing which the same shall be taken for evaluation of performance. Necessary evidence of payment shall be submitted by the contractor along with bill. Cash payment is not permitted. In case of default, action as per Law may be taken against the contractor

The recommendation of Central/State Human Right Commission will be applicable in case of any penalty is imposed over the agency.

13. Penalty

In case of non execution of work/absence/leave or unsatisfactory performance of any personnel, alternate arrangement for suitable replacement will be made by the agency/contractor failing which deduction/penalty shall be levied as per following rates: -

- For non availability of driver for up to 2 days- 1.25 times x pro-rata per day.
- More than 2 days up to 7 days -1.5 times x pro-rata per day
- Above 7 (Seven days) - 2 times x pro-rata per day.
- 100% recovery of amount toward the damage committed by the crane driver in case of mishandling of equipments/material etc.

14. Deductions from contract price:

All costs, damages or expenses which the Company may have paid for which under the contract the contractor is liable may be deducted by the Company from any money due or becoming due by him to the contractor under the contract or may be recovered by action at law or otherwise from the contractor as an arrear of land revenue

15. Rules and Regulations:

All relevant Labour Laws and Regulations i.e. payment of Minimum wages, valid EPF, ESIC etc. shall be strictly followed by the Agency/contractor. In case of violation of law the contract may be terminated and disciplinary as per labour laws and legal action will be initiated which may include forfeiture of security deposit.

16. Contractual Period:

The initial period of Ist contract shall be effective upto 31.03.2019. If the performance of the contractor is found satisfactory then on receipt of administrative approval and consent of the contractor, extension orders may be awarded on year to year basis till completion of five years. A further extension order on the basis of satisfactory performance of the contract may also be considered for a maximum period of six months beyond five years.

17. The service provider should submit medical certificate of District Medical Board for the driver to be deputed on placement of order.

18. Accident:

On occurrence of an accident during work period, which results in serious injury or in death of any workman employed by the agency/contractor, the agency/ bidder shall within 24 hours of happening of such accident intimate, in writing to the order issuing authority of the company. The Agency shall indemnify the company against all losses or damages sustained or likely to be sustained by the company, resulting directly or indirectly from his failure to give intimation in the manner aforesaid including the penalties or fines if any payable by the company, as a consequence of the failure to give notice under workman compensation act or any other relevant act applicable/in-force or otherwise to conform to the provision of the said act in such accident.

19. The Agency shall be responsible for settling all claims and make good for the damage or loss. Agency/contractor shall provide the ESIC for the personnel employed by him. The agency will be fully responsible for workman engaged if injured or met with any type of accident during course of contract period or extended period. In this connection all claims raised by affected person due to any minor/major accident shall be fully paid by the agency. The company should not accept any liability on this behalf.

20. Insurance

The contractor shall, at all time during the tenure of this contract at his own expense shall arrange insurance of the employees engaged by him from any of IRDA approved General Insurance Companies against, all liabilities under the workman's compensation act in case of death or bodily injury, payable to any worker and damage to property of the third persons.

The contractor shall, at all times during the tenure of this contract at his own expense shall arrange ESIC insurance of the Employee for taking care of medical expenses.

In addition to this, insurance of Staff employed, through Pradhan Mantri Suraksha Bima Yojana & Pradhan Mantri Jeevan Jyoti Bima Yojana, should invariably be done.

During the continuance of this contract, the contractor shall pay all premium and sum of money necessary for keeping this policy on foot and deliver to the company the receipt of such payment within seven days after the same shall have become due.

21. No idling charges will be payable by the company for any reason whatsoever to the Agency for stoppage of work.
22. In the event of the non-compliance of the terms and conditions or due to any other reasons, company shall have the right to cancel the contract at any time during its currency by giving one-week notice and the agency/contractor shall have no claim on this account whatsoever. Under such a situation payments only to the executed portion of the contract shall be released on pro-rata basis.
23. Any loss of property caused by the Driver would be recovered from the monthly bill of the tenderer/bidder or may be recovered from the filing the civil suit in the competent court. .
24. **Abandonment of Contract:**
Abandonment of responsibilities accepted by the contractor under this contract without prior notice is strictly prohibited. Such act shall be treated breach of contract and shall be dealt with in accordance with appropriate laws. If, for whatsoever reasons, contractor wishes to discontinue the work given to him, he must give a 30 (thirty) days notice to the O/oSE(EHT:C) his intention. Engineer-in-charge within 21 (twenty one) days of receipt of such notice shall inform the contractor of acceptance or otherwise of his notice. The contractor only after receipt of acceptance of notice shall discontinue Operation and Maintenance of the substation from the date of expiry of notice period. In such case action as per tender clause no.18, shall be taken.
25. **Termination of Contract:**
In the event of breach of any of the terms of the order by the contractor, the MPPTCL reserves the right to:-
- Cancel the contract without any liability on MPPTCL's side by giving 10 days notice to the contractor.
 - Forfeit the security deposit.

- c. Penalty equal to one month charge shall be recovered.
- d. MPPTCL will reserve the right to complete the balance unexecuted portion of the contract through some other agency or departmentally at the cost and risk of the contractor.
- e. In the event of termination contract on the basis of un-satisfactory performance or any other reason, firm may also be debarred for appropriate period from the future business in the MPPTCL. The termination of the contract may precede or follow the debarment of the firm. However in interest of MPPTCL if the work is required to be continued, contract may not be terminated.

26. Arbitration/Jurisdiction:

All the suit proceedings relating to any dispute or claim arising out of or in the course of performance of the contract shall be filed only in the competent court at Jabalpur.

28. Agreement:

A formal agreement on non-judicial stamp paper worth ₹500/- shall be entered in between the Agency and the company within 10 days from the date of order for the due performance and observation of terms and conditions of the contract.

- 29.** The requirement of personnel is purely on temporary basis and may cease to exist any time, for which due notice shall be given to contractor.


Superintending Engineer
EHT:Constn. Circle MPPTCL Jabalpur



Schedule-I

SCHEDULE OF RATE

PART(A) Monthly Variable Labour Cost Payable Based On Minimum Wages w.e. f. 01.10.2017

S.No:	Name of activity	Particulars	Monthly Rate (in ₹)
1	2	3	4
1	Truck/Crane (Driver)	Variable Monthly Labour Charges for providing 2 Nos. Truck/Crane (Driver) 11035/-	22,070.00
Total (A)			22,070.00

Note:- The above charges are including EPF & ESIC charges at applicable rates (present rate EPF-13.15% & ESIC-4.75%) & shall be payable against documentary evidence.

PART(B) Monthly Variable Service Charges to be quoted by the bidder:

S. No:	Particulars	Total Monthly Amount of Part (A) (in ₹)	Percentage of amount indicated in col. No: 3 in one digit of decimal	Amount (in ₹) (Col. No: 3x 4)
1	2	3	4	5
1	Variable monthly Service Charges for providing 2 nos. Truck/Crane Driver			
(in words) ₹.....				

Note :

1. **GST extra** at prevailing rates on PART(A) & PART(B).
2. Service charges [PART(B)] should not be less than 3% of the amount mentioned in Column No: 3, otherwise bid will be rejected. Further, the same can be quoted upto one decimal placed only. Please note that percentage quoted in the second digit will not be taken into consideration.

Total amount Part(A) ₹.22070.00 + Part(B) ₹..... = ₹.....

In words ₹.....

Date:

Signature of the Tenderer:

Place:

Name :

Seal of firm/agency:

Address for correspondence:-Semi Permanent Block No.4, Near Tarang Auditorium, Rampur, Jabalpur 482008 Phone No.(0761)-2702274, 2702282, e-mail:-seehtcjb@gmail.com

ANNEXURE-I

SCOPE OF WORK:-

- (i) All the works related with the shifting, stacking, lifting of materials and equipments etc. safely.
- (ii) The Driver should be checked regularly and sincerely prior to start of it's operational works.
- (iii) If any problem persist with the crane/truck then it should be immediately brought under the notice of the EE/AE (EHT:Constn), Jabalpur & EE(Trans-Store), Jabalpur.
- (iv) The work should be done as per the instructions of EE(EHT:C)/EE(Trans-Store)/AE(EHT:C), Jabalpur as the case may be.
- (v) In case of emergency or as per the instructions of higher authorities, in the interest of MPPTCL, the work is to be done irrespective of the normal working schedule.
- (vi) The behavior of the truck/crane driver should be humble & cordial with the all concern people/staff.
- (vii) The truck driver may be deputed outside Jabalpur journey along with vehicle for transportation of various materials/equipments and may stay outside Jabalpur as per requirement.



ANNEXURE-1I**DETAILS OF AGENCY/CONTRACTOR & QUESTIONNAIRE**

Sr. No.	Description	
1	Name/Address of agency/contractor With PIN	
2	Type of Agency/contractor (Prop./Partnership/Pvt.Ltd/Ltd.,etc)	
3	Name/Designation/Address of the contact person & e-mail with mobile.	
4	Whether the agency/contractor and staff (going to provide on contract) are registered under the EPF and ESIC Act? (Please indicate code numbers) alongwith GST registration.	
5	Whether required document cost & EMD submitted with offer.	
6	Please confirm that the quoted Service Charges are as per clause 4 of tender enquiry specification.	
7	Whether the terms and conditions as contained in Annex-I are acceptable to the agency/contractor.	
8	Are non agree for clause No. 1.04 for validity of offer.	
9	Are you agree for compliance of Insurance Clause No.20.	
10	The agency/contractor have to submit the acceptance letter to pay the minimum wages to the engaged personnel as per law and charges fixed as per statutory provision be ensured for the personnel so engaged by the agency/ contractor.	
11	Are you agree to give one time consent to accept extension orders on year to year basis for the period upto five years and further six months beyond five years on the terms and conditions of this enquiry.	

Dated Signature of Authorized Person
 Name :
 Designation:
 Seal (Rubber stamp)

**VARIABLE MONTHLY LABOUR CHARGES FOR PROVIDING 2 NOS.
TRUCK/CRANE (DRIVER)**

The breakup of price for 1 No. Driver is as under:-

(i)	Minimum Wages	-	₹ 9360.00
(ii)	EPF (13.15%)	-	₹ 1230.84
(iii)	ESIC(4.75%)	-	₹ 444.60

₹ 11,035.44

Say ₹ 11,035.00

Therefore for 2 Nos. Drivers

₹11035.00 x 2 Nos. = ₹22070.00

