

Tender No: BGL/388/2017-18 dated: 11/11/2017.

ITEM : Hiring O&M Support Services for BGL operated CNG Stations at CGS cum Mother Station - Shamirpet and COCO-Saroornagar & TSRTC Depots at Medchal, Hakimpet, Contonment in Hyderabad.

**REPLIES TO PRE BID QUERIES**

S. No	Clause No.& Description	Volume	Page No.	Bidder's Query	BGL's Reply
1	Section -8: Special Conditions of Contract (SCC) Clause No. 17	II	23,24 of 33	Compliance of Laws: Payment of Bonus Act 1965: Bidder requested to clarify the payment of Bonus on basis of Bonus Act 1965 & Bonus (Amendment) Act, 2015.	<p>As per the amendment of payment of Bonus Act Section 2, "employee" means any person (other than an apprentice) employed on a salary or wages not exceeding <i>Twenty One Thousand</i> per mensem in any industry to do any skilled or unskilled manual, supervisory, managerial, administrative, technical or clerical work for hire or reward, whether the terms of employment be express or implied;</p> <p>And amendment to Section 12 is with regard to calculation of bonus which is as under:  <b>Where the salary or wage of an employee exceeds <i>Seven Thousand or the minimum wage for the scheduled employment as fixed by the appropriate Government, whichever is higher</i> per mensem, the bonus payable to such employees under section 10 or as the case may be, under section 11, shall be calculated as if his salary or wage were <i>Seven Thousand or the minimum wage for the scheduled employment as fixed by the appropriate Government, whichever is higher</i> per mensem.</b></p> <p>Explanation:            • For the purpose of this section, the expression "scheduled employment" shall have the meaning as assigned to it in clause (g) of section 2 of the Minimum Wages Act, 1948.</p> <p>Minimum Wages Act:            • "Scheduled employment" means an employment specified in the schedule or any process or any branch of work forming part of such employment;</p>



					<p>• Section 2(21) Salary or Wages</p> <p>The Act has also defined "Salary or Wages" means all remuneration (other than remuneration in respect of overtime work) capable of being expressed in terms of money, which would, if the terms of employment, express or implied, were fulfilled, be payable to an employee in respect of his employment or of work done in such employment and includes dearness allowance (that is to say, all cash payments, by whatever name called, paid to an employee on account of a rise in the cost of living), but does not include -</p> <p>Any other allowance which the employee is for the time being entitled to etc.,</p> <p>The Bonus has been calculated on the wages that Basic + DA + Fixed DA + Variable DA earned by an employee. These components of wages are only taken for eligibility and also calculation of bonus.</p> <p>The examples for calculation of bonus are under :</p> <ol style="list-style-type: none"> <li>1. Wage (ie Basic + DA + FDA + VDA) is below Rs. 7000/- per month. Bonus will be calculated on the actual wage of the employee.</li> <li>2. Wage is above Rs. 7000/- and below applicable minimum wage. Then also Bonus will be calculated on the actual wage of the employee.</li> <li>3. Wage is above Rs. 7000/- and also above applicable Minimum Wage of the category of the employee. Then Bonus will be calculated as if the employee wage for the purpose of bonus calculation is the 'applicable minimum wage'.</li> </ol>
2	Section -8: Special Conditions of Contract (SCC) Clause No. 17	II	23,24 of 33	Work on Sundays & Holidays: Bidder requested to consider 12 National Holidays (Double payment on daily min. wages) for 12 National Holidays yearly	Bidder to consider and follow the Contract Labour Regulation and Abolition Act 1970 & latest amendments for payment of Leave allowance during the services.

