



OFFICE COPY

BSES Rajdhani Power Limited

BSES Bhawan, Nehru Place,  
New Delhi - 110 019, India.

CIN : U40109DL2001PLC111527

GST: 07AAGCS3187H2Z3

Tel. : +91 11 4920 9999

Fax : +91 11 4920 7888

www.bsesdelhi.com



05.01.2023

To,  
Office of District Labour Office, New Delhi Distt.  
Social Welfare Building, Pt. Ravi Shankar Shukla  
Lane,1-Canning Lane, K.G.Marg  
New Delhi -110001

Ref: RC No. 50690000001680/2022

Subject: Submission of Annual Return under various labour Acts & Laws.

Dear Sir,

Please find enclosing herewith following annual returns:

1. The Contract Labour (R&A) Act 1970 Form- XXV (Annual)
2. The Maternity (Amendment) Act,2017 form-L, M, N & O (Annual)
3. The Workmen compensation Act,1923 (Annual)
4. The Minimum Wages Act,1948 Form - III (Annual)
5. The Payment of Wages Act,1936 Form - IV A (Annual)
6. The Payment of Bonus (Amendment) Act,2015 Form-D for the year (2021-2022)

Kindly acknowledge the same.

Authorized Signatory



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Authorized Signatory

## Workmen's Compensation

(Annual Return Workmen's Compensation Act & Rules)

RETURN RELATING TO PERIOD FROM 01.01.2022 TO 31.12.2022

Province : Delhi  
 District : South  
 Town or Village : Nehru Place, Delhi

Post Office : Nehru Place

Name of establishment: BSES Rajdhani power Limited  
 BSES Bhawan Nehru place  
 New Delhi- 110019

Nature of work : Power Distribution  
 Average number employed per day

Adults: 2271 (Dec 2022)  
 Minors: Nil

	Accidents						Occupational diseases <sup>8</sup>						
	Number of cases of injuries <sup>4</sup> in respect of which final compensation has been paid during the year			Amount of compensation <sup>5</sup> paid			Name of disease	Nature of cases of diseases <sup>4</sup> in respect of which final compensation has been paid during the year			Amount of compensation <sup>5</sup> paid		
	Death	Permanent disablement	Temporary disablement	Death	Permanent disablement	Temporary disablement		Death	Permanent disablement	Temporary disablement	Death	Permanent disablement	Temporary disablement
Adults	0	0	0	Rs.	Rs.	Rs.		NA	0	0	0	Rs.	Rs.
				NA	NA	NA					NA	NA	NA

Girish K. Sharma  
 (General Manager-HR)



Date: 05/01/2023

# Minimum Wages (Central) Rules

## FORM III

### Annual Return

Rule 21(4-A)

Return for the year ending the 31st December 2022

1 (a) Name of the establishment and postal address:

**BSES Rajdhani Power Limited**  
**BSES Bhawan, Nehru Place**  
**New Dlehi - 19**

(b) Name and residential address of the Owner/

(c) Name and residential address of the Managing Agent/Director/Partner in charge of the day-to-day affairs of the establishment owned by a company, body corporate or Association

**Mr. Vineet Sikka (CEO)**  
**BSES Bhawan Nehru Place New Delhi- 19**

(d) Name and residential address of Managing/Agent, if any

**Mr. Girish Kumar Sharma (GM)**  
**BSES Bhawan Nehru Place New Delhi- 19**

2. Number of days worked during the year. 299

\*3. Number of mandays worked during the year. 679029

4. Average daily number of persons employed during the year:

(i) Adults: 2271 (ii) Children: NIL

5. Total wages paid in cash: NIL

6. Total cash value of the wages paid in kind - NA-

7. Deductions:

Number of cases		Total amount	
		Rs.	P
(a)	Fines	NIL	NIL
(b)	Deductions for damage or loss	NIL	NIL
(c)	Deductions for breach of contract	NIL	NIL

Disbursement from fines:

Purpose		Amount	
		Rs.	P.
(a)		(c) NIL	NIL
(b)		(d) NIL	NIL

8. Balance of fine fund in hand at the end of the year\_ NIL

Dated 05/01/2023

Girish Kr. Sharma  
(General Manager-HR)



**THE PAYMENT OF WAGES ACT, 1936**  
**FORM IV- ANNUAL RETURNS**  
**WAGES AND DEDUCTIONS FROM WAGES**

Return for the year ending 31<sup>st</sup> December 2022

1. (a) Name of the Factory or Establishment address  
 BSES Rajdhani Power Limited  
 BSES Bhawan Nehru place New Delhi-19
- (b) Industry: Electricity Distribution
2. Number of days worked during the year 299
3. (a) Number \* of man days worked during the year : 679029

		Persons earning less than Rs. 10000 per month	
Adults	NIL.		
Children	NIL.	NIL	
		Total	

\*\* (b) Average daily number of persons employed during the year

		Persons earning less than Rs. 10000 per month	
Adults	NIL.		
Children	NIL	NIL	
		Total	

- (C) Gross amount paid as remuneration to persons getting less than Rs. 10000 per month including deductions under Section 7 (2) of which the amount due to profit sharing bonus is ..... and that due to money value of concession \* \* \* is .....
4. Total wages paid including deductions under Section 7(2) on the following accounts.

		Persons earning less than Rs. 10000 per month	
- NA -			
(a) Basic wage including overtime wages and non-profit sharing bonus.			
(b) Dearness and other allowance in Cash.			
(c) Arrears of pay in respect of previous year paid during the year.			
		Total	NA



5. Deductions - Number of cases and amount realized NIL

		Persons earning less than Rs. 10000 per month	
		Number of cases	Amount Realized (Rs.)
(a) Fines	NIL		
(b) Deduction for damages or loss	NIL		
(c) Deductions for breach of contract	NIL		
		Total	

6. Fines Fund

(i) Balance of fines in hand at the beginning of the year	Rs.	NIL
(ii) Disbursement from fines fund :		
Purpose	Amount (Rs.)	
(a)	NA	
(iii) Balance of fines fund in hand at the end of year	Rs.	NIL

Dated 05/01/2023

  
 Girish Kumar Sharma  
 General Manager  


FORM L

(SEE RULE 16)

MATERNITY BENEFIT ACT

ANNEXURE 8.0

Annual Return for the year ending the 31st December 2022

1. Name of the Establishment **BSES Rajdhani Power Ltd.**
2. Address of the Establishment, P.O. District **BSES Rajdhani Power Ltd. New Delhi - 19**
3. Date of opening of the establishment **01.07.2002**
4. Date of closing, if closed **N/A**
5. Postal address of the establishment
6. Name of the employers, Postal address of the employers
7. Name at Managing Agent, if any, postal address of the Managing Agent,

**Mr. Vineet Sikka (CEO)**

**BSES Bhawan Nehru Place New Delhi - 19**

8. Name of Agent of representative of Employer, postal address of Representative of Employer
9. Name of Manger, Postal Address of Manager  
**Mr. Girish kumar Sharma (General Manager)**  
**BSES Bhawan Nehru place New Delhi - 19**
10. (a) Name of Medical Officer: **Mr. Anil Kumar Sukhwani / Ms. Seema Shahi**  
(b) Qualification Of Medical Officer, attached to the establishment: **MBBS**  
(c) Is she resident at the establishment? **No**  
(d) If a part-time employee, how often does pay visit to the establishment? **No**
11. (a) Is there any hospital attached to the establishment? : **N/A**  
(b) If so, how many beds are provided for women employees? : **N/A**  
(c) Is there a Lady Doctor? : **Yes**  
(d) If so, what are her qualifications : : **N/A**  
(e) If there a qualified Midwife? : : **N/A**  
(f) Has any Creche been Provided? **Yes**

**Girish Kumar Sharma**  
**(General Manager)**



FORM M  
(SEE RULE 16)

Employment, Dismissal, Payment of Bonus, etc., for Women for the year ending on 31<sup>st</sup>  
December 2022

1. Establishment
2. Aggregate number of women permanently or temporarily employed during the year **251**
3. Number of women who worked for a period of not less than one hundred & Sixty days. in the twelve months immediately preceding the date of delivery = **NIL**
4. Number of women who gave notice under Sec. 6 **5**
5. Number of women who were granted permission to be absent on receipt of notice of confinement **NIL**
6. Number of claims maternity benefit paid. **5**
7. Number of claims for maternity benefit rejected **NIL**
8. Number of cases where pre-natal, confinement postal care was provided by the management free of charge (Section 8) **NIL**
9. Number of claims for medical bonus paid (Sec. 8) **NIL**
10. Number of claims for medical bonus rejected **NIL**
11. Number of cases in which leave for miscarriage was granted **NIL**
12. Number of cases in which leave for miscarriage was applied for but was rejected **NIL**
13. Number of cases in which additional leave for illness under section 10 was granted **NIL**
14. Number of cases in which additional leave for illness under section 10 was applied for but was rejected. **NIL**
15. Number of women who died **NIL**
  - (a) before delivery
  - (b) after delivery
16. Number of cases in which payment was made to persons other than the women concerned **NIL**
17. Number of women discharged or dismissed while working **NIL**
18. Number of women deprived of maternity benefit and or medical bonus under proviso to subsection (2) of Section 12. **NIL**
19. Number of cases in which payment was made on the order of the Competent Authority or inspector **NIL**
20. Remarks
21. Full particulars of each case and reasons for the action taken under serial 7, 10, 14, 17 and 18 should be given in the Appendix below. **N/A**

Girish Kumar Sharma  
General Manager - HR





FORM N  
(SEE RULE 16)

Details of payment made during the year ending 31<sup>st</sup> December 2022

Establishment:

**BSES Rajdhani power Ltd.**  
**BSES Bhawan, Nehru Place New Delhi-19**

		Amount paid
	Name of person to whom paid	- Ms. Neha Mangal / 41015748
1	Date of payment	as per claim
2	Women employee	as per rule
3	Nominee of the women	NIL
4	Legal representative of the women	NIL
5	Amount for the period proceeding date of expected delivery	NIL
6	Amount of subsequent period	31.08.2022 to 28.02.2023
7	Under Section 8	as per rule
8	Under Section 9	NIL
9	Under Section 10	NIL
10	Number of women workers who absconded after receiving the first installment of maternity benefit	NIL
11	Cases where claims were contested in a court of law	NIL
12	Result of such cases	NIL
13	Remarks	

\*Separate detail. are to be furnished for each case against item 1 to 8

NOTE: - Form 'L' 'M' and 'N' must reach the Prescribed authority by 12it January every year.



FORM N  
(SEE RULE 16)

Details of payment made during the year ending 31<sup>st</sup> December 2022

Establishment

**BSES Rajdhani power Ltd.**  
**BSES Bhawan, Nehru Place New Delhi-19**

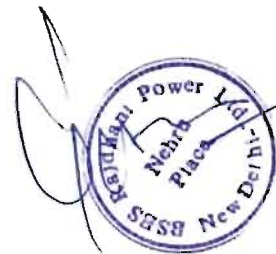
Amount paid

Name of person to whom paid - Ms. Ritu Rani / 41013613

1. Date of payment	as per claim
2. Women employee	as per rule
3. Nominee of the women	NIL
4. Legal representative of the women	NIL
5. Amount for the period proceeding date of expected delivery	NIL
6. Amount of subsequent period	02.09.2022 to 02.03.2022
7. Under Section 8	as per rule
8. Under Section 9	NIL
9. Under Section 10	NIL
10. Number of women workers who absconded after receiving the first installment of maternity benefit	NIL
11. Cases where claims were contested in a court of law	NIL
12. Result of such cases	NIL
13. Remarks	

\*Separate detail. are to be furnished for each case against item 1 to 8

NOTE: - Form 'L' 'M' and 'N' must reach the Prescribed authority by 12it January every year.



FORM N  
(SEE RULE 16)

Details of payment made during the year ending 31<sup>st</sup> December 2022

Establishment

**BSES Rajdhani power Ltd.**  
**BSES Bhawan, Nehru Place New Delhi-19**

Amount paid

Name of person to whom paid - Ms. Pooja Babber / 41013625

- |  |                          |
|--|--------------------------|
| 1. Date of payment   | as per claim             |
| 2. Women employee  | as per rule              |
| 3. Nominee of the women  | NIL                      |
| 4. Legal representative of the women   | NIL                      |
| 5. Amount for the period proceeding date of expected delivery  | NIL                      |
| 6. Amount of subsequent period   | 16.11.2022 to 14.05.2023 |
| 7. Under Section 8   | as per rule              |
| 8. Under Section 9   | NIL                      |
| 9. Under Section 10  | NIL                      |
| 10. Number of women workers who absconded after receiving the first installment of maternity benefit | NIL                      |
| 11. Cases where claims were contested in a court of law  | NIL                      |
| 12. Result of such cases   | NIL                      |
| 13. Remarks  |                          |

\*Separate detail. are to be furnished for each case against item 1 to 8

NOTE: - Form 'L' 'M' and 'N' must reach the Prescribed authority by 12it January every year.



FORM N  
(SEE RULE 16)

Details of payment made during the year ending 31<sup>st</sup> December 2022

Establishment

**BSES Rajdhani power Ltd.**  
**BSES Bhawan, Nehru Place New Delhi-19**

Amount paid

Name of person to whom paid - Ms. Madhu Sharma / 41013408

1. Date of payment	as per claim
2. Women employee	as per rule
3. Nominee of the women	NIL
4. Legal representative of the women	NIL
5. Amount for the period proceeding date of expected delivery	NIL
6. Amount of subsequent period	28.07.2022 to 23.01.2023
7. Under Section 8	as per rule
8. Under Section 9	NIL
9. Under Section 10	NIL
10. Number of women workers who absconded after receiving the first installment of maternity benefit	NIL
11. Cases where claims were contested in a court of law	NIL
12. Result of such cases	NIL
13. Remarks	

\*Separate detail. are to be furnished for each case against item 1 to 8

NOTE: - Form 'L' 'M' and 'N' must reach the Prescribed authority by 12it January every year.



FORM N  
(SEE RULE 16)

Details of payment made during the year ending 31<sup>st</sup> December 2022

Establishment

**BSES Rajdhani power Ltd.**  
**BSES Bhawan, Nehru Place New Delhi-19**

Amount paid

Name of person to whom paid - Ms. Mohini Sharma / 41016350

1. Date of payment	as per claim
2. Women employee	as per rule
3. Nominee of the women	NIL
4. Legal representative of the women	NIL
5. Amount for the period proceeding date of expected delivery	NIL
6. Amount of subsequent period	14.11.2022 to 12.05.2023
7. Under Section 8	as per rule
8. Under Section 9	NIL
9. Under Section 10	NIL
10. Number of women workers who absconded after receiving the first installment of maternity benefit	NIL
11. Cases where claims were contested in a court of law	NIL
12. Result of such cases	NIL
13. Remarks	

\*Separate detail. are to be furnished for each case against item 1 to 8

NOTE: - Form 'L' 'M' and 'N' must reach the Prescribed authority by 12it January every year.



**FORM-O**  
[See rule 16]  
**PROSECUTION DURING THE YEAR ENDING 31ST DECEMBER, 2022**


Place of employment of the women employee	Number of cases instituted	Number of cases which resulted in conviction	Remarks
NIL	NIL	NIL	NA

(For mines)

N.B.-Reasons for prosecution should be given in full in the Appendix below:

Signature of employer,

Date.....

A circular blue stamp with the text "BSSB, Nehru Place, New Delhi" is stamped over a handwritten signature. The signature is written in blue ink and appears to be "S. S. S.".

1. Ins. by G.S.R. 70(E), dated 31st January, 1996 (w.e.f. 31-1-1996).

**Contract Labour (Regulation & Abolition) Central Rules  
FORM XXV**

See Rule 82(2)

Annual Return of Principal Employer to be sent to the Registering Officer

Year ending 31st December, 2022

1. Full name and address of the Principal Employer Sh. Vineet Sikka – CEO, BSES Rajdhani Power Ltd.  
BSES Bhawan, Nehru Place, Delhi 19
2. Name of Establishment: BSES Rajdhani Power Ltd.  
(m) District : New Delhi  
(n) Postal Address : BSES Bhawan, Nehru Place, Delhi 19  
(o) Nature of operation/industry/work carried on : Electricity Distribution
3. Full name of the Manager or person responsible for supervision and control of the establishment : Girish Kumar Sharma – General Manager
4. Number of contractors who worked in the establishment during the year (Give details in Annexure). As per list enclosed.
5. Nature of work/operations on which contract labour was employed - As per list enclosed.
6. Total number of days during the year on which contract labour was employed. 365
7. Total number of man-days worked by contract labour during the year. 7719
8. Maximum number of workmen employed directly on any day during the year. Nil
9. Total number of days during the year on which direct labour was employed. Nil
10. Total number of man-days worked by directly-employed workmen. Nil
11. Change, if any, in the management of the establishment, its location, or any other particulars furnished to the Registering Officer in the application for Registration indicating also the dates. N/A

Place : Nehru Place

Date : 05.01.2023



Name of Contractor	Address	NATURE OF WORK	Start Date	End Date	DLC	No. of Manpower during 01.01.2022 to 31.12.2022	No. of Working Days during 01.01.2022 to 31.12.2022	N. of Man Days during 01.01.2022 to 31.12.2022
The Imperial Electric Company	8 Krishna Market, Lajpat Nagar 1, New Delhi-110024	AMC of Electricity Distribution Network	1-Dec-22	31-Dec-22	New Delhi	249	31	7719





# Payment of Bonus Act FORM D

See rule 5

## ANNUAL RETURN-BONUS PAID TO EMPLOYEES FOR THE ACCOUNTING YEAR ENDING ON THE 2022

1. Name of the establishment and its complete postal address: BSES Rajdhani Power Limited, BSES Bhawan, Nehru Place, Delhi 19
2. Nature of industry: Power Distribution Company
3. Name of the employer: Sh. Vineet Sikka
4. Total number of employees: 2271
5. Number of employees benefited by bonus payments: 238

Total amount payable as bonus under section 10 or 11 of the Payment of Bonus Act, 1965 as the case may be	Settlement, if any reached under section 18(1) or 12(3) of the Industrial Disputes Act. 1947 with date	Percentage of bonus declared to be paid	Total amount of bonus actually paid	Date on which payment made	Whether bonus has been paid to all the employees, if not, reasons for non-payment	Remark
(1)	(2)	(3)	(4)	(5)	(6)	(7)
4649600	Nil	8.33 %	4649600	14.10.2022	YES.	However, ex-gratia is being paid to rest all employees.

Signature of the employer or his agent

