

(ii) Employee's Provident Fund Contributions,

of any workmen employed by the Nominated Sub-Contractor in and for the performance of this Sub-Contract, then the S.O., having satisfied himself with the proof thereof furnished to him, shall, upon the failure of the Nominated Sub-Contractor to pay the said money, procure that payment shall be made directly to the Director-General of Labour and/or Employee's Provident Fund Board.

- (b) Such payment made by the S.O. under clause 17(a) shall be deducted from any money due or to become due to the Nominated Sub-Contractor under this Sub-Contract and failing which such payment shall be recovered from the Performance Bond.

**18.0 DISCHARGE OF WORKMEN**

- (a) The Nominated Sub-Contractor shall employ and shall cause his sub-contractors, only to employ such technical staff, site agent, artificers and labourers on the Sub-Contract Works as are thoroughly efficient and of good character.
- (b) If in the sole opinion of the S.O., any person employed by the Nominated Sub-Contractor misconduct himself, the S.O. shall instruct the Contractor to direct the Nominated Sub-Contractor to remove such person. The Nominated Sub-Contractor, when so direct by the Contractor in writing, shall at once remove such person from the Sub-Contract Works and he shall not again be employed on the Sub-Contract Works without the written permission of the S.O.

PROVIDED THAT the Nominated Sub-Contractor shall not be entitled to any claim for any expense whatsoever incurred by him in respect of any direction given by the S.O. under this clause.

**19.0 VARIATIONS**

- (a) The Nominated Sub-Contractor shall comply with and carry out any variations required or authorized in writing by the Contractor and approved by the S.O. or S.O.'s Representative. Save as aforesaid, no variation of the Sub-Contract Works shall be made or allowed by the Nominated Sub-Contractor.
- (b) The expression "variation" shall have the same meaning assigned to it as in the Main Contract.

**20.0 VALUATION OF VARIATIONS**

The value of all authorized variations shall be determined by the S.O. in accordance with the applicable provisions laid down in the Main Contract save that where this Sub-Contract contains a schedule of prices for measured work, such prices shall be allowed to the Nominated Sub-Contractor in determining the value of authorized variations in substitution for any prices which would otherwise be applicable under this Sub-Contract.