



SCOPE OF WORK (SOW) RE-TENDER MANPOWER OUTSOURCING

A. Qualification of Workers

- Workers are person who have passed the selection process in the form of psychological tests, skills tests, and interviews organized by outsource vendor to be recruited and then become outsource vendor workers who are placed in the Project based on a certain time work agreement made according to the needs of the Client
- The Workforce placed by outsource vendor on the Project is required to meet the Client's company standards and additional requirements imposed by the Client.
- The additional terms referred to in this agreement are as follows:
 - a) physically and mentally healthy / have no disease, which is stated by a Doctor's Certificate;
 - b) good behavior, which is stated by a Police Record Certificate (SKCK);
 - c) comply with the Client's company regulations; and
 - d) other requirements set by the Client or according to the type of work.
- Skilled
For skilled category the candidate should have completed graduation or have a post graduate degree in any discipline (or equivalent) from a recognized university/institute.
- Semi-Skilled
For Semi-skilled category the candidate should have completed a higher secondary or equivalent course
- Un-skilled
Candidates under both, the categories mentioned above should have experience of Helper or relevant.

B. Administration & Permit

- Outsource vendor declares and guarantees that it has complied with all requirements or permits as a manpower provider company as required by the prevailing laws and regulations in the field of Manpower.
- Outsource vendor is responsible for administrative supervision over the worker and is required to comply with the applicable legal provisions in Indonesia in the field of Manpower.

C. Legal Relationship

- Outsource vendor is fully responsible for all activities of its workers with all the consequences, both regarding employment licensing and the consequences of financing and rights and obligations arising from an employment relationship, taxation and or user charges and others as well as in the event of a dispute labor with all its consequences, strikes, and legal consequences in the event of termination of employment and other labor problems and other relevant agencies.
- PT. DSSP Power Sumsel only has a legal relationship with Outsource vendor in a contractual employment relationship, therefore the Client is only responsible in terms of providing remuneration for the work to Outsource vendor.

D. Rights & obligation

- Outsource vendor agrees to carry out and implement work implementation standards in accordance with K3 (Occupational Health and Safety), quality and work environment.
- The workforce is required to comply with every company regulation and code of conduct, including the provisions regarding Occupational Safety or Health and Safety (K-3) applicable in the company.
- Outsource vendor shall proactively cooperate with the client to complete the technical clarification, understand the scope and the characteristics of the work, and analyze the possible risk / hazardous factors at the worksite.
- Outsource vendor shall establish a safety committee for the work with more than 100 employees. A sufficient number of full-time or part-time safety officers shall be appointed for such work as required by the law or by DDPI safety regulation. The educational background and experience of safety managers and safety officers shall comply with requirements and the person shall hold a valid qualification certificates.
- Outsource vendor is fully responsible to provide PPE for all workers

