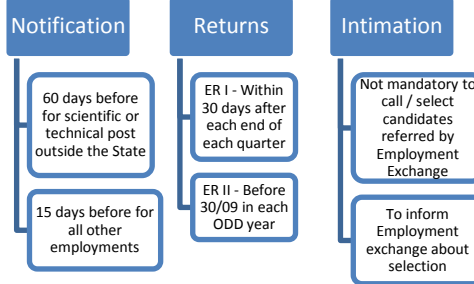


Weekly Compliance Bulletin

An update into labour compliance **September 14, 2015** Volume 1, Issue 20

From ALL RISK MANAGEMENT SOLUTIONS AND SERVICES (P) LTD
A blossoming knowledge process outsourcing service provider

Employment Exchanges Act



Under National Festival Holidays Act, a Contractor has to declare National & Festival holidays as per the Principal Employer.

Report of Fatal Accidents in Form EE needs to be submitted to the WC Commissioner within 7 days of death or serious injury (non-ESI est.)

Mandatory committee to be formed in every factory establishment

- Canteen Committee
- Health & Safety Committee
- Sexual Harassment Prevention Committee
- Works Committee

Under most Labour Law legislations, the vital Statutory record for any establishment is Muster Roll. It carries details of Employee – Name, Code, Date & Time, Shift details attendance is marked. Except few Acts it is mandatory legal record – as proof of employment

Standing orders finally certified under the Act shall not, except on agreement between employer & workmen be liable to modified until the expiry of 6 months from the date on which the standing orders or the last modifications thereof came into operation.

Under Section 8(3) of Payment of Wages Act, no fine shall be imposed unless he has been given an opportunity of showing cause against the fine.

ESI Scheme	Benefit available
Medical Care	Primary, Secondary and Tertiary medical care with no cap on individual expenditure
Sickness benefit	91 days
Extended Sickness benefit	730 days (upto 2 years) for specified 34 diseases
Maternity Benefit	84 days + 1 month (due to complications arising out of pregnancy, confinement, premature birth of child etc.)
Dependent's benefit	On the death of IP to the wife till she is alive / remarried to family members as per conditions w.r.t. Age / Marriage
Permenant Disablement benefit / Temporary Disablement benefit	Based on loss of earning capacity / as long as the disability lasts
Unemployment allowance	50% of daily average wages upto 12 months unemployment on account of closure of factories, retrenchment or permanent invalidity of not less than 40% arising out of non employment injury
Medical care for Retired IPs	Medical facility available within ESIC on payment of Rs.120/-0 per annum

IMPORTANT PPE'S

IMPORTANT DISPLAY W.R.T. SAFETY

Apron (Cloth)	Direction to Assembly point
Apron (PVC)	List of Location of Fire Extinguishers [With Type / Capacity / Re-filling date / Validity]
Cap (Disposable)	Labels on Fire Extinguishers - Inspected on Monthly basis / Max. Height of Top of F.E. 5 Feet
Glasses Black / Dark Goggles	List of Location of Sand Buckets
Gloves (Leather)	List of Location of Fire Alarm Panel
Gloves (Meshwire)	List of Location of Fire Alarm Points
Gloves (Polythene)	List of Location of Fire Hydrant Points
Gloves (Rubber) - Thick	List of Location of Hose Reel with Nos.
Gloves (Rubber), Surgical /	List of Chemicals / MSDS in local language
Gloves (Cotton)	First Aid Chart
Goggle	First Aid Content list
Gum Boots	List of Location of First Aid Boxes
Mask (Cloth / Dust)	List of First Aid Trained personnel along with Photographs. Last Training conducted on _____
Mask (Fume)	List of Rescue Trained personnel along with Photographs. Last Training conducted on _____
Head cover	List of Fire Trained personnel along with Photographs. Last Training conducted on _____

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