

Latest updates from EPFO:

3 new mobile based services meant for EPF members:

1. Mobile application – APP to be downloaded
2. SMS based UAN activation – @ 77382-99899
3. Missed call to 011-22901406 – an extension of service

An employer who had seeded KYC details – (1) Aadhar for 80% employees & (2) Bank details of ALL employees & (3) PAN wherever applicable – can claim 10% refund of administrative charges paid in the quarter

EDLI insurance benefit to be 6 lakhs (from 3.6 lakhs) and the condition of serving 1 full year (240 days) to be removed.

“Building & other construction work” (BCW) means the construction, alteration, repairs, maintenance or demolition of or in relation to,

buildings, streets, roads, railways, tramways, airfields, irrigation, drainage, embankment & navigation works, flood control works (including storm water drainage works), generation, transmission & distribution of power, waterworks (including channels for distribution of water), oil & gas installations, electric lines, wireless, radio, television, dams, telephone, canals, reservoirs, tunnels, bridges, telegraph & overseas communications, watercourses, viaducts, aqueducts, pipelines, towers, cooling towers, transmission towers and such other work as may be specified in this behalf by the appropriate Government, by notification but does not include any building or any construction work to which the provisions of the Factory Act or the Mines Act.

ARMSS

provides In-house compliance training for select type, on specific subjects, tailor made, to the need of the employer

Superior benefit offered by ESIC

Comparable points	Mediclaim/Insurance	ESIC
Motive	Commercial	Welfare
Premium	Based on age, sum insured & claim experience	Uniform rate of contribution
Medical checkup	Required for certain persons	Not required
Benefit on Cost	Ceiling (Sum insured)	No ceiling on medical benefit
Exclusions	Prescribed	No exclusions
Coverage for family	Extra Premium	All family is covered with no extra cost
Benefit on treatment	Medical	Many other benefits in addition
Class of treatment	Choice available	Only General ward

ARMSS

An Honest partner in fulfilling your compliance need with quality & cost effective

How to obtain UAN

After successful ECR submission & remittance of the same in bank, the list of the employees without UAN in that ECR will be available in 'Confirm Previous Employment' link for either declaring previous employment details or fresh employment on the basis of Form-11 submitted by new member.

Once it is approved by the employer, this information will be pushed to EPFO for UAN allotment/ linkage accordingly. Newly allotted UAN List will be populated on the portal under the option 'Download UAN List'

Standing Order is applicable for every Factory or an Establishment directly employing 50 (in TN) and 100 (in other States) needs to be drafted & to certified by the statutory authority, within 6 months of applicability. It deals with (1) conditions of recruitment (2) confirmation (3) leave (4) discharge (5) disciplinary action (6) holidays (7) transfer (8) medical examination (9) secrecy (10) grievance redress procedure including sexual harassment (11) age of retirement, etc. This needs to be made and known to the workmen employed by them. This is applicable to all workers irrespective of their time of appointment. After certification Standing Order becomes Statutory and are binding on both the employer & employees.

Various ID Cards & issuance

- Form 25C Under Factories Act (Immediately for all)
- Form XIV Under CLRA (for Contract labourers within 3 days)
- TIC/Pehchan Under ESIC (TIC- Immediately & Pehchan-30 days)
- Form IX Under Private Security Regulation Act (Immediately)

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