



What is Series – IX.
Fine under Payment of Wages Act

- ❖ Before imposition of fine opportunity to be given by way of show cause notice
- ❖ Fine may not exceed 3% of wages for the said wage period
- ❖ No fine can be imposed for persons below 15 years of age
- ❖ No fine can be recovered from him by instalment or after expiry of 90 days from the date of imposition
- ❖ Date of imposition is deemed to be imposed on the date of at or omission in respect of which it is imposed
- ❖ All fines and realisations shall be recorded in a register ... such realisations to be applied for the purposes beneficial to the persons employed in the factory or establishment

LATEST UPDATE : GOVERNMENT PUBLISHED DRAFT - LABOUR CODE ON INDUSTRIAL RELATIONS BILL, 2015

A **BILL** to consolidate and amend the law relating to registration of Trade Unions, conditions of employment, investigation and settlement of disputes, and the matters related therewith or incidental thereto.

(New Act Probably to replace Trade Union Act, ID Act & Standing Order Act altogether (visit Govt Website or Write to ARMSS for a

Importance of having (conducting) Occupational Health surveillance programs in Hazardous & Dangerous Factory establishments

<u>Individuals</u>	<u>Group</u>
<ul style="list-style-type: none"> • Screening for disease & Risk factor for identification • Assessment of environmental exposures of the individual worker • Identifying over exposures & Substance abuse detection • Pre-Placement testing & Fitness for duty • Worker Selection & Job accommodation • Detection of non-occupational disease • Health promotion & Baseline for future reference 	<ul style="list-style-type: none"> • Detection of new hazards • Identifying of sites of exposure to know hazards • Assuring safety of current practices • Assessing absence patterns • Projecting health care resource needs • Planning of preventive programs

Benefits available to a PF subscriber (to apply in Form 31)

S.No	Types of Benefit	Eligibility	Eligible Amount
1	The purchase of site for construction of house	5 years of membership of the Fund	24 months wages (Basic & DA) / Member's own share of contribution + Company's share of Contribution with interest thereon
2	The Construction of House		36 months wages (Basic & DA) / Member's own share of contribution + Company's share of Contribution with interest thereon
3	The purchase of dwelling flat		36 months wages (Basic & DA) / Member's own share of contribution + Company's share of Contribution with interest thereon
4	Additions, Alterations or improvements to the dwelling house	5 years from the date of completion of dwelling house	12 months basic or members own share of contribution with thereon.
5	Advance from the fund for illness viz. Hospitalisation for more than a month, major surgical operation or suffering from TB, Leprosy, Paralysis, Cancer, Heart ailment, etc.	Stay in Hospital at least for a month	6 months wages (Basic + DA)
6	Advance from the fund for Marriage of self/son / daughter / sister / brother etc. / Advance from the fund for education of Son / Daughter	7 years membership of the fund & minimum balance in member's account should be Rs.1000/-	50% of member's own share of contribution
7	Advance from the fund for repayment of loan	10 years membership of the fund & member should have taken loan from Govt. Body	36 month wages (Basic + DA) / Members own share of Contribution + Company's share of Contribution with interest thereon

ESI: How a temporary or casual employee who works for 3 or 4 days and leave the employment is entitled to the medical care?

If he leaves the employment before his registration process is completed, the employer may provide him with a 'certificate of employment' consisting of his date of employment, date of leaving, family particulars etc. in form ESIC-86. Based on this certificate that person & his family can avail 'medical benefit' for a period of 3 months.

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PF: How to lodge grievance with EPFO?

EPFO has notified general time of 30 days for settlement of claims (nowadays it is 3 working days from the date of submission of ALL claims). In case of grievance is lodged through the efigms, time line fixed for redress is 30 days. If the member has quoted e-mail id, acknowledgement as well as response is also reported through the mail.

URL to lodge grievance : www.epfigms.gov.in
www.pgportal.gov.in

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