

Weekly Compliance Bulletin

An update into Labour Law Compliance

June 01, 2015
Volume 1, Issue 5

From **ALL RISK MANAGEMENT SOLUTIONS AND SERVICES PVT LTD** -
South India's blossoming Knowledge Process Outsourcing Service Provider

Do you know

Unpaid accumulation under Labour Welfare Fund Act

"Unpaid accumulation" means all payments other than gratuity due to an employee but not paid to him within a period of three years from the date on which the payments became due whether before or after the commencement of this Act.

And the gratuity accrued to an employee after the commencement of this Act but not paid within a period of three years from the date of such accrual but does not include the amount of contribution, if any, paid by an employer to a provident fund established under the Employees' Provident Funds Act, 1952 (Central Act XIX of 1952);

First update

Employers preparedness to re-write CTC Post expected amendments in EPF

HR departments had shown their preparedness in re-writing the CTC, post the expected amendments in EPF. The Annual increments of few establishments are on hold to match the corrected CTC (cost to the company).

The proposed amendment in defining Contributing WAGES, under section 2(b) of Principal Act,

"The definition has been modified as wage ceiling has now been defined in the proposed amendments and all emoluments upto wage ceiling are proposed to be included."

All those emoluments, upto Rs.15000/- other than Basic will attract PF if amendment is notified by Government.

Any increment this year, which is less than the difference in PF contribution will adversely affect the take home of an employee. Similar status prevailed when EPFO enhanced the PF wages from 6500 to 15000 in September 2014.

FIRE FIGHTING – SNAPSHOT

- One fire extinguisher shall be at 50 per square meters of floor area.
- Travel distance to extinguisher not more than 15 meter.
- Water bucket filled with cleaned water.
- Sand bucket filled with clean, dry and fine sand.
- All extinguisher shall be charged appropriately.
- Fire fighting equipment and fire bucket shall be placed 750 mm above the floor level.
- Adequate provisions of water supply.
- These equipment shall be in charge of a trained responsible person.
- Fire fighting drills - once in every 3 month
- Automatic sprinklers and fire hydrants are to be in ready position always.

ALL RISK MANAGEMENT SOLUTIONS AND SERVICES (P) LIMITED

Regd. Off: 4/1B, Vasanthanagar Second Street, Bye Pass Road, Madurai - 625003 Tele: 0452 - 4250477

Branch Off: No-10, Anna Street, Gandhi Nagar, Saligramam, Chennai - 600093 Mob: 9894610088

E-mail: vinodh@armss.in

Website: www.armss.in