

Weekly Compliance Bulletin

An update into labour compliance **June 15, 2015 Volume 1, Issue 7**



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

Do you know

Post enhancement of EPF wages to Rs.15, 000/- in September 2015, contribution under EPS (Employee Pension Scheme) should not be made to the following, if their EPF wages are more than Rs.15, 000.00

First time employment
Those who had worked earlier in an establishment which was not covered under EPF Act
Those who had worked earlier and contributed and had withdrawn EPF & EPS subscription of such employment.

Deducting and contributing towards EPS will lead to unnecessary litigations.

"What is" Series – I

On-site Emergency Plan:

If the factory is middle or higher-tier factory, the occupier has to prepare on-site emergency plan

Off-site Emergency Plan :

An occupier of a major accident hazard installation has to provide such information relating to industrial activity under his control to the concerned authority i.e. the District Emergency Authority/District Collector as may be required including the nature, extent and likely effects of site of possible major accident.

MoS for Labour & Employment at ILO meet

Statement by Shri Bandaru Dattatreya MoS for Labour & Employment at the ASPAG (Asia Pacific Group of ILO) on 10th June 2015

“Generation of productive and gainful employment with decent working conditions is viewed as a crucial strategy for “inclusive growth”. India has adopted some innovative policy decisions and these experiences provide replicable model for more stable and sustainable growth. Providing better employment opportunities and social security to people are the major agendas of Govt. of India. We are focusing on massive skill development and growth of manufacturing sector through programs such as Make in India, Skill India, Smart City Project and Digital India”

Tip of the week

Employment Injury during course of employment, caused due to road traffic accident, necessitates a FIR (First Information Report) from the jurisdictional Police Station, for filing and claiming benefits from the ESI or WC Policy

FIRST AID @ WORKPLACE

How to give artificial respiration during Emergency

- ✓ Mouth to Mouth: This is appropriate and effective technique for emergency artificial respiration.
- ✓ Keep the head slightly backward and open the jaw.
- ✓ Seal the casualty's nose to prevent escape of air by pinching with thumb and index finger.
- ✓ Take a deep breath, open your mouth widely, place it over the victim's mouth & make a tight seal.
- ✓ Quickly blow the full breath into the mouth of victim.
- ✓ Remove your mouth from the victim and allow him to exhale passively.
- ✓ Repeat the procedure 12 to 15 times per minute, till medical aid is arranged.
- ✓ Arrange immediate medical aid.

Cautionary note:

- ✓ Do not give mouth to mouth resuscitation during CPR in the presence of toxins such as cyanide, hydrogen sulphide, corrosives and organo-phosphates. Ventilate the casualty by using a face mask or bag/valve/mask assembly.
- ✓ Avoid mouth to mouth resuscitation if there is possibility of transmission of infection between the victim and the rescuer, such as HIV, Hepatitis-B, Tuberculosis, and Shigellosis, Meningococcal meningitis, Herpes simplex virus and Salmonella.

Use an interposition airway device which must function effectively in both its resuscitation and protective roles, and be immediately available at all times.

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