

# Weekly Compliance Bulletin

An update into Labour Law Compliance

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

## Do you know

### **Certificate of Entitlement for Temporary Resident : Form-105 under ESIC**

An IP (Insured person), who moves from his normal station to another station in the same State or another State where also the medical benefit provisions of E.S.I.Scheme are in force, either on authorised leave or on temporarily duty, (for a period not exceeding three months), will be provided medical treatment at the new place also (temporarily resident).

A temporary resident, before proceeding to a temporarily residence, shall obtain on request a certificate of entitlement on Form ESIC-105, from his employer.

This certificate of entitlement will be valid for a maximum period of 3 months only from the date mentioned therein. Any IP who does not possess ESIC-105 cannot avail Medical Benefit at his temporarily residence.

A temporary resident can claim treatment at any State Insurance Dispensary / Clinic of a panel Doctor at his temporary residence on the production of Form ESIC-105 and Identity Card. He will be provided Medical Benefit in the same way and on the same scale as other IP's in the area.

A temporary resident whose stay at a place is less than 24 hours should also be given medical treatment by the IMO/IMP..

If an IP's stay at a temporary residence is for a period of more than 3 months, he will not be treated as temporary resident, but will be entitled to Medical Care at the new place only as provided for change of dispensary/doctor/IMP/region.

## First update

### **Approval to move official amendments to the Child Labour (Prohibition & Regulation) Amendment Bill, 2012**

The Union Cabinet, chaired by the PM Shri Narendra Modi, has given its approval for moving official amendments to the Child Labour (Prohibition & Regulation) Amendment Bill, 2012

1. Employment of children below 14 years prohibited in all occupations and processes. However, an exception has been made:
  - a) where the child helps his family or family enterprises, which is other than any hazardous occupations
  - b) where the child works as an artist in an audio-visual entertainment industry, including advertisement, films, television serials or any such other entertainment or sports activities except the circus,
2. A new definition of adolescent has been introduced in the CLPR Act and employment of adolescents (14 to 18 years of age) has been prohibited in hazardous occupations and processes.
3. Stricter punishment for employers for violation of the Act has been proposed to act as a deterrent:

### **PF Body to Invest 5% of Corpus in Equity Market**

The Labour Ministry has allowed investing a part of retirement fund body EPFO's incremental corpus in equity market in the form of exchange-traded funds, Central Provident Fund Commissioner K K Jalan said last week. "CBT in its meeting has decided and Labour Ministry has given us orders to place at least 5 per cent of our (EPF corpus) funds in the equity. This year we will invest only in exchange traded funds (ETF)," Jalan told reporters here.

Union Minister of State for Labour Bandaru Dattatreya said a decision was taken regarding continuation of minimum pension of Rs 1,000 to the pensioners of EPS on a perpetual basis which is expected to benefit more than 19 lakh pensioners who are drawing less than Rs1,000 pension.

For getting claims from inoperative accounts, the government proposes to make activation of UAN (Universal Account Number) mandatory from next month, he added.

On the norms for claims settlement, the minister said the mandatory ceiling has been reduced to 20 days as against the mandated 30-day time.

## **ADDRESSING DIFFICULTY - ONLINE PAYMENT OF ESIC CONTRIBUTION**

ESI contribution through online is made mandatory from May 2015, irrespective of small or medium or large enterprise. Most of the Employers – PAN India are facing difficulty in making their ESI contribution for the period April paid in May 2015. After loading the contribution they experience the "ERROR in uploading". As the time is running too short to come out of this Technical problem, it is advised to visit the Regional office/Sub-Regional office with the details. The IT department of ESIC is helping the employers to upload the contribution.

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