

From

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V & M Associates
Advocates & Solicitors

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Service Offered

- ◆ Start -Up Support
- ◆ Labour Law Consulting
- ◆ Labour Law Compliance Outsourcing
- ◆ Court Representations
- ◆ Advisory Services
- ◆ Statutory Compliance Audits
- ◆ Expert Handling Of Inspections, Recovery Notice, Show-Cause Proceedings
- ◆ Contractors' Compliance Monitoring
- ◆ Statutory Compliance Management
- ◆ Filing Of Returns
- ◆ Registration Of Establishments
- ◆ Arbitration

Editorial Board

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V & M Associates is a full service Law Firm with offices at Chennai, Bombay and associate Lawyers in most of major cities of the country. The main office of the Firm is in Chennai, conveniently located close to the International & Domestic Airport and it is easily accessible from all parts of the City.

The Partners and members of the Firm are senior professionals with several years of experience behind them. Some of our senior founding partners rendered their services in the Capacity of Regulating Authorities with judiciary powers for state & Federal Government. The practicing team is supported by the Economic Legislative Experts like Chartered Accountants, Company Secretaries, & Management Cost Accountants, besides has the team of able assisting trained Para legal workforce.

They bring the highest level of professional service to clients along with the traditions of the profession, integrity and undisputed ethical practices. Members of the Firm are in absolute alignment with the work-culture of Global Law firms as well as with an ability of meeting the expectations of large corporate clients. The Firm has amongst its client's multi nationals, Industrial Houses with huge workforce, Information Technology companies, Leading Software Houses, ITES Companies and most admired leading Indian corporations.

V & M Associates has developed a high specialization in the field of Legal & Management Business Advisory services, providing 360 degree of scale with the 3 Dimensional approaches on client centric customized, consulting services of to all kind of Corporate Houses. Our **Corporate Law Services** is a team of highly qualified and experienced lawyers, who offer effective services to our clients by combining broad knowledge of corporate law matters with experience in key sub disciplines, with the ability to identify potential issues and develop real-time, practical solutions to a wide variety of client concerns.





MOB Vs MBO

NON COMPLIANCES THE MOTHER OF ALL BOMBS DOESTORY ALL THE MANAGEMENT BY OBJECTIVES

When we are usually busy with “Sensational News “ for right or wrong reason few reported Corporate News items are causing more concerns and appear to be shakier.

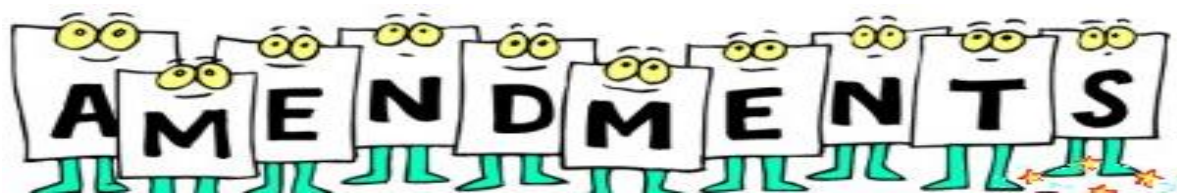
Headline of one of the leading Business dailies of the country writes “Nightmare in I T Street, thousand to be sacked”. The top seven companies—Infosys Ltd, Wipro Ltd, Tech Mahindra Ltd, HCL Technologies Ltd. US-based Cognizant Technology Solutions Corp. and DXC Technology Co., and France-based Cap Gemini SA—and which together employ 1.24 million people, plan to let go of 4.5% of their workforce in 2017. All the companies right size their workforce based on the performance and almost the above list I T Majors have advanced and scientific tools in order to evaluate the employees performance in align with the organisational objectives etc, still the response of the employees, developments and authorities reactions are not appear to be dealing the issues with an right understanding and likely to draw high order attention of Business Leaders to draw a culturally customized programme.

It's the time for us to look at the “Performance Dash Board” and start encouraging the Performers who keeps the needle up through special loyalty bonus the way EPF has introduced and pull the show stoppers for an improvement programme with an assistance of a professional firms like V & M Associates who invest dedicated structured time to prevent your liabilities due non performance . It is also important for us to note when we are doing fine. When you are “ flying high even a small water bottle or simple slipper can become lethal weapons” legally, that's what the current notice issued by the Joint Commissioner of Labour to the I T Giant CTS for their annual resource balancing prgramme. We at V & M Associates have highly focused professional programme to avoid such corporate causalities due to ordinarily avoidable non compliances.

We the 20 years old 2nd Generation Corporate Governance & Compliance Professional Firm V & M Associates not only specialized in attending causalities and also corrective measures to rehabilitate the compliances as required by Authorities and specified by the Latest amended legislations seamlessly to ensure the vanity of adherence with the sanity of applicability in align with the reality. We The V & M Associates pledge & promise to you that “Corporate Governance & Compliances “ are our Business DNA which can inherently protect you from issues relating to Non Compliances & disasters of improper documentations – the Mother of all Bombs (MOBs) to all your Management by Objectives (MBOs)

We request you to be stay in touch with our professional help desk for instant support and extended relationship.

Happy Reading,
Kalidasan.GK
Chief Editor



Under ESIC the Employer to register two dispensaries - one for self and other for family

<http://vmlegalassociates.com/vmlegal/wp-content/uploads/2017/05/EMPLOYER-TO-REGISTER-TWO-DISPENSARIES-ONE-FOR-SELF-AND-OTHER-FOR-FAMILY.pdf>

The EPFO Department required for Confirmation regarding receipt full dues within 15 days enrolment campaign.

<http://vmlegalassociates.com/vmlegal/wp-content/uploads/2017/05/Confirmaiton-reg-receipt-full-dues-within-15-days-enrolment-campaign.pdf>

The ESIC providing the super speciality treatment to retired insured persons

<http://vmlegalassociates.com/vmlegal/wp-content/uploads/2017/05/Super-speciality-treatment-Retired-person-under-esic.pdf>

Online EPF withdrawal facility: Details & Procedure Manual.

<http://vmlegalassociates.com/vmlegal/wp-content/uploads/2017/05/PF-Withdrawal-Process-online.pdf>

Implementation of EPFO e-court Management System – Nomination of Nodal officers – Regarding. http://vmlegalassociates.com/vmlegal/wp-content/uploads/2017/05/Legal_NodalOfficer_Ecourt_2665.pdf

Withdrawal under Paragraph 68BD of EPF Scheme, 1952 for housing needs of PF Members. http://vmlegalassociates.com/vmlegal/wp-content/uploads/2017/05/WSU_Withdrawal_P68_4106.pdf

Employer to register two dispensaries - one for self and other for family – regarding.

<http://vmlegalassociates.com/vmlegal/wp-content/uploads/2017/05/EMPLOYER-TO-REGISTER-TWO-DISPENSARIES-ONE-FOR-SELF-AND-OTHER-FOR-FAMILY.pdf>



COMPLIANCE CHECKLIST

List of Registers to be Maintained Under Various Labour Laws

Sl. No.	Act	Frequency	Principle Employer ---->
1	S & E Act	MONTHLY	Register of advance , Deduction, Damages and Loss fine - Form - P
2	S & E Act	MONTHLY	Register of Employment for Shop and Establishment Form - Q
3	S & E Act	MONTHLY	Register of Wages - Form - R
4	S & E Act	MONTHLY	Notice of Daily Hours of Work, Rest Interval Weekly Holiday Form - S
5	S & E Act	MONTHLY	Wages slip/Leave card Return - Form - T
6	LWF	MONTHLY	Labour Welfare Fund register - Form - B
7	Min Wages	MONTHLY	Register of Fines- Form - 1
8	Min Wages	MONTHLY	Deduction and Damages- Form - II
9	Min Wages	MONTHLY	Overtime register- Form - IV
10	S&E Act	MONTHLY	Whether minimum leave entitled / availed as per Shops & Establishment Rules
11	S.A.ACT	MONTHLY	Maintenance of Registers - Form - 1
12	P.S.ACT	MONTHLY	Maintenance of Registers - Form - 1
13	M.B.ACT	MONTHLY	Maintenance of Registers - Form - A
14	M.B.ACT	MONTHLY	Whether any maternity Benefit and maternity Bonus paid to the eligible women employee for the month
15	E.R.ACT	MONTHLY	Maintenance of Registers - Form - D
16	N.F.H.ACT	ONGOING	Maintenance of Registers - Form - VI
17	P.W. ACT	MONTHLY	Register of Fines - Form - I
18	P.W. ACT	MONTHLY	Deduction and Damages - Form - II
19	P.W. ACT	MONTHLY	Register of Advances - Form - III
20	P.W. ACT	MONTHLY	Notice of Rate of Wages- Form - VI
21	EPF ACT	MONTHLY	EPF Challan on or before 15 th of Succeeding Month
22	ESI ACT	MONTHLY	ESI Challan on or before 21 st of Succeeding Month

NOTICE BOARD DISPLAY COPY

23	MA.NO.BO	ONGOING	Abstract of the Maternity Benefit Act - FORM - J
24	S & E Act	ONGOING	Notice of Daily Hours of Work, Rest Interval Weekly Holiday - FORM - S
25	GRA. NO. BO	ONGOING	Abstract of the Gratuity Act - FORM - U
26	P.W.NO.BO	ONGOING	Abstract of the Payment of Wages Act - FORM - V
27	M.W. NO.BO	ONGOING	Abstract of the Minimum Wages Act - FORM - X
28	N.F.H.ACT	ONGOING	Display of list of Holidays under National and Festival Holiday Act - FORM - V
29	P.W. ACT	ONGOING	Notice of Rate of Wages under Payment of Wages Act Form - VI
30	CL NO.BO	ONGOING	Abstract of the Contract Labour Act - Rule - 79
31	GRA.ACT	ONGOING	Display of Notice - Authorized by the employer to receive Notice - Rule - 4
32	Min Wages	ONGOING	Inspectors Details- under the payment of minimum wages Act - Rule - 22(10)
33	N.F.H.ACT	ONGOING	Proceeding number received from Labour department- under the National and Festival Holidays Act - FORM - III
34	Min Wages	ONGOING	Notices required to be displayed at work site, under Minimum Wages Act, showing rates of wages, hours of work, wage periods, date of payment of unpaid wages, Name and addresses of inspector in English and in a local language - Rule 10 of Annexure - A
35	S & E Act	ONGOING	Displayed in Entrance of Company - COMPANY NAME BOARD IN TAMIL & ENGLISH

Monthly Return [Due Date - 30th May 2017]

S.No	Act	Frequency	Principle Employer
1	SE Act	Monthly	To be Submitted Form - S to the Labour Department as and when any change in the employees strength

Disclaimer

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