

April
2018

NEWSLETTER



V&M ASSOCIATES
ADVOCATES & SOLICITORS

**IN
THIS
ISSUE**

ABOUT US

AMENDMENTS & NOTIFICATION

**STATUTORY COMPLIANCE
CHECK LIST**

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V & M Associates

(Advocates & Solicitors)

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Officers Colony, Adambakkam, Chennai-600 088,

ABOUT US

V & M Associates is a Law Firm with Head office at Chennai, and Associate Law Offices at major cities of the country like Hyderabad, Kerala, Karnataka, Mumbai, and Kolkata. The office 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 client 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.

- » **Start -Up Support for Companies**
- » **Court Representations**
(Supreme Court, High Court, Tribunals)
- » **Legal Consulting**
- » **Advisory and Support Services**
- » **Arbitrations**
- » **Labour Law Consulting**
- » **Due Diligence Audit and Entity Audits**
- » **Liability Audits**
- » **Handling of Employment Disciplinary Proceedings**
- » **Support services for Handling Unions / IR / ER Issues**
- » **Registration of Establishments**
- » **Contractors' Compliance Monitoring**

Service Offered



Amendments & Notification

01. Circular of Status of Re-Entrant Employees With Regard to their Benefit Period, Maternity Benefit ESIC Act No R-14/13/99 Bft.II Dated 20-03-2018

<http://vmlegalassociates.com/vmlegal/wp-content/uploads/2018/04/01.Circular-of-Status-of-Re-Entrant-Employees-With-Regard-to-their-Benefit-Period-Maternity.pdf>.

02. Amendment in the guidelines of Pradhan Mantri Rojgar Protsahan Yojana EPF Act. No .CAIU/011(71)2016/PMRPY/Vol.II/1854 Dated 24-04-2018

<http://vmlegalassociates.com/vmlegal/wp-content/uploads/2018/04/02.Amendment-in-the-guidelines-of-Pradhan-Mantri-Rojgar-Protsahan-Yojana-EPF-Act.pdf>.

03. Enrolment of Member Under Employees Pension Scheme 1995-EPF Act . Pension -1/17(10)2016-17/Jeevan Parman/23945 Dated 26-03-18

<http://vmlegalassociates.com/vmlegal/wp-content/uploads/2018/04/03.Enrolment-of-Member-Under-Employees-Pension-Scheme-1995-EPF-Act-.pdf>.

04.Aadhar based Identification of Pensioners under EPS 1995 Act. Pension -1/17(10)2016-17/Jeevan Parman/30479 Date 26-03-18

<http://vmlegalassociates.com/vmlegal/wp-content/uploads/2018/04/04.Aadhar-based-Identification-of-Pensioners-under-EPS-1995-Act..pdf>.

05. Revised instruction Submission of claims through online mode in case of settlement amount is above Rs.10.00 lacs-

<http://vmlegalassociates.com/vmlegal/wp-content/uploads/2018/04/05.Submission-of-claims-through-online-mode-in-case-of-settlement-amount-is-above-Rs.10.00-lacs-.pdf>.

06.Amendment to the TamilNadu industrial Establishments Conferment of Permanent status to Workman.

<http://vmlegalassociates.com/vmlegal/wp-content/uploads/2018/04/02.Amendment-to-the-TamilNadu-industrial-Establishments-Conferment-of-Permanent-status-to-Workman..pdf>.

07. Government of India Central Minimum Wages Notification

<http://vmlegalassociates.com/vmlegal/wp-content/uploads/2018/04/04.Government-of-India-Central-Minimum-Wages-Notification.pdf>.

Amendments & Notification

08. Amendment in the Payment of Gratuity Act.2018

<http://vmlegalassociates.com/vmlegal/wp-content/uploads/2018/04/06.Amendment-the-Payment-of-Gratuity-Act.2018.pdf>.

09.The Maharashtra Tax Laws (Levy and Amendment) Act,2018

<http://vmlegalassociates.com/vmlegal/wp-content/uploads/2018/04/09.The-Maharashtra-Tax-Laws-Levy-and-Amendment-Act2018.pdf>

10.Inviting comments /Suggestions on Draft Labour Code-2018

<http://vmlegalassociates.com/vmlegal/wp-content/uploads/2018/04/10.Inviting-comments-Suggestions-on-Draft-Labour-Code2018.pdf>.

11.Rates of Consent Fees-Amendment of the TamilNadu (Prevention and control of Pollution) Rules.

<http://vmlegalassociates.com/vmlegal/wp-content/uploads/2018/04/11.Rates-of-Consent-Fees-Amendment-of-the-TamilNadu-Prevention-and-control-of-Pollution-Rules..pdf>.

12.Election to Karnataka Assembly Declaration of Paid Holiday on Polling Day-12-05-2018

<http://vmlegalassociates.com/vmlegal/wp-content/uploads/2018/04/12.Election-to-Karnataka-Assembly-Declaration-of-Paid-Holiday-on-Polling-Day-12-05-2018.pdf>.

13.The Criminal Law (Amendment) Ordinance 2018

[http://vmlegalassociates.com/category/notifications/The%20Criminal%20Law%20\(Amendment%20\)%20Ordinance%202018](http://vmlegalassociates.com/category/notifications/The%20Criminal%20Law%20(Amendment%20)%20Ordinance%202018).

14.Andhra Pradesh Minimum Wages

<http://vmlegalassociates.com/vmlegal/wp-content/uploads/2018/04/Andhra-Pradesh-Minimum-Wages.jpg>.

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 15th of Succeeding Month

COMPLIANCE CHECKLIST

List of Registers to be Maintained Under Various Labour Laws

Sl. No.	Act	Frequency	Principle Employer
22	ESI ACT	MONTHLY	ESI Challan on or before 15st of Succeeding Month
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	Company Name Board to be Displayed in Tamil & English

COMPLIANCE CHECKLIST

List of Registers to be Maintained Under Various Labour Laws

Sl. No.	Act	Frequency	Principle Employer
36	Sexual Harassment Act	ONGOING	ICC-Committee members Name to be Displayed

Monthly Return [Due Date – 30-April- 2018]

1	SE Act	Monthly	To be Submitted Form - S to the Labour Department as and when any change in the Employees strength
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Thank You!