

ONE TEAM

DIVERSIFIED

ACTIVITIES

NEWS LETTER

JANUARY-2018



V&M ASSOCIATES
ADVOCATES & SOLICITORS

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V & M Associates is a full- fledged service Law Firm with offices at Chennai, Bombay and associate Lawyers in most of major cites 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.

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AMENDMENTS to the Constitution



Draft Amendment to the TamilNadu Maternity Benefit Rules.

<http://vmlegalassociates.com/vmlegal/wp-content/uploads/2018/01/02.Tamil-Nadu-maternity-Benefit-rulesDraft-Amendment.pdf>.

Draft Amendment to the Minimum Wages TamilNadu Rules.

<http://vmlegalassociates.com/vmlegal/wp-content/uploads/2018/01/03.Minimum-wages-TN.pdf>.

Judgement of Supreme Court In Marathawada Gramin Bank Karmchari Sanhathan and another Vs Management of Marathawada Gramin Bank and Others regarding employer's Share of Contribution.

http://vmlegalassociates.com/vmlegal/wp-content/uploads/2018/01/C1_Judgement_SC_Marathawada_22486.pdf.

Central Minimum Wages Notification -2017 No .01/13(1)/2017 LS-11 Date:06-Oct-17

<http://vmlegalassociates.com/vmlegal/wp-content/uploads/2018/01/Central-Minimum-Wages-Notification-1st-October-2017.pdf>.

EFSI Letter Issued to Draw attention to The Govt Order No 06 Dated 11-01-2018 Declaring Special holiday on 12-01-2018 under the TamilNadu Industrial Establishment (National, Festival and Special Holiday)Act- Under Rule 3 (2) for employee working in Industrial Situated in Chennai, Kancheepuram and Tiruvallur Districts.

<http://vmlegalassociates.com/vmlegal/wp-content/uploads/2018/01/Declaration-of-Holiday-12-Jan-18.pdf>.

Inspection policy in Karnataka under Factories, Boilers, Industrial. No EST-1/MISC /CR-54/2016.

<http://vmlegalassociates.com/vmlegal/wp-content/uploads/2018/01/Inspection-policy-in-Karnataka-under-Factories-Boilers-Industrial.pdf>.

Inspection Scheme under TamilNadu Factories Rules GO.(MS) No:13

<http://vmlegalassociates.com/vmlegal/wp-content/uploads/2018/01/Inspection-Scheme-under-Tamilnadu-Factories-Rules.pdf>.

Karnataka Revised Minimum Wages Notification No KE 20 LMW 2017 Date 30-12-2017

<http://vmlegalassociates.com/vmlegal/wp-content/uploads/2018/01/KN-Revised-MW-Notification-SE-30th-Dec17-English.pdf>.

Ministry of Labour - Notification under Central Contract Rules No .D.L 33004/99 29-Dec-17

<http://vmlegalassociates.com/vmlegal/wp-content/uploads/2018/01/Ministry-of-labour-Notification-under-Central-Contract-Rules.pdf>.

Notification Draft Standing Orders _Amendment Rules Date 08-Jan-18

http://vmlegalassociates.com/vmlegal/wp-content/uploads/2018/01/Notification_Draft_SO_Amendment_Rules_8-Jan-2018-1.pdf.

The Building And Other Construction Workers (Regulation Of Employment And Conditions Of Service) Central (Amendment) Rules, 2017.

<http://vmlegalassociates.com/vmlegal/wp-content/uploads/2018/01/The-Building-And-Other-Construction-Workers-Regulation-Of-Employment-And-Conditions-Of-Service-Central-Amendment-Rules-2017.pdf>.

The Rationalisation of Forms And Reports Under Certain Labour Laws Amendment Rules, 2017

<http://vmlegalassociates.com/vmlegal/wp-content/uploads/2018/01/The-Rationalisation-Of-Forms-And-Reports-Under-Certain-Labour-Laws-Amendment-Rules-2017.pdf>.

TamilNadu - Minimum Wages Revised Under Various Category Including General Engineering

<http://vmlegalassociates.com/vmlegal/wp-content/uploads/2018/01/TN-Minimum-Wages-Revised-Under-Various-Category-Including-General-Engineering.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 15 th of Succeeding Month

NOTICE BOARD DISPLAY COPY

1	MA.NO.BO	ONGOING	Abstract of the Maternity Benefit Act – FORM - J
2	S & E Act	ONGOING	Notice of Daily Hours of Work, Rest Interval Weekly Holiday – FORM - S
3	GRA. NO. BO	ONGOING	Abstract of the Gratuity Act – FORM - U
4	P.W.NO.BO	ONGOING	Abstract of the Payment of Wages Act - FORM - V
5	M.W. NO.BO	ONGOING	Abstract of the Minimum Wages Act - FORM - X
6	N.F.H.ACT	ONGOING	Display of list of Holidays under National and Festival Holiday Act – FORM- V
7	P.W. ACT	ONGOING	Notice of Rate of Wages under Payment of Wages Act Form – VI
8	CL NO.BO	ONGOING	Abstract of the Contract Labour Act - Rule -79
9	GRA.ACT	ONGOING	Display of Notice - Authorized by the employer to receive Notice - Rule - 4
10	MIN WAGES	ONGOING	Inspectors Details- under the payment of minimum wages Act – Rule - 22(10)
11	N.F.H.ACT	ONGOING	Proceeding number received from Labour department- under the National and Festival Holidays Act – FORM - III
12	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
13	S & E Act	ONGOING	Displayed in Entrance of Company - COMPANY NAME BOARD IN TAMIL & ENGLISH
14	SHW	ONGOING	Abstract of the Sexual Harassment of Women At Workplace (PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013
15	SHW	ONGOING	List of Internal Complaints Committee members available and Displayed in the notice board.

DUE DATE FOR FILLING OF RETURNS – 31.01.2018

ACT	FREQUENCY	DETAILS
S & E Act	Monthly	Copy of Form -S - for addition and deletion for the month to be send to the office of the Assistant Inspector of Labour and Inspector of Labour

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