

March - 2018



NEWSLETTER



ABOUT US

AMENDMENTS & NOTIFICATION

STATUTORY COMPLIANCE

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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 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.

About us

Service Offered

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



Amendments & Notification

EPF Circular Pension Dashboard Reports

<http://vmlegalassociates.com/vmlegal/wp-content/uploads/2018/03/01.EPF-Circular-Pension-Dashboard-Reports--Reg.pdf>.

EPF Circular MAY I HELP YOU Counters in the field office for facilitating filling of online claims

<http://vmlegalassociates.com/vmlegal/wp-content/uploads/2018/03/02.EPF-Circular-MAY-I-HELP-YOU-Counters-in-the-field-office-for-facilitating-filling-of-online-claims.pdf>.

EPFO Circular - Transformation of EPFO as Electronic paper Free organization

<http://vmlegalassociates.com/vmlegal/wp-content/uploads/2018/03/03.EPFO-Circular-transformation-of-EPFO-as-Electronic-paper-Free-organization.pdf>.

EFO Circular - Mandatory Submission of claims through online mode in case of settlement amount is above Rs 10.00 Lacs.

<http://vmlegalassociates.com/vmlegal/wp-content/uploads/2018/03/04.Mandatory-Submission-of-claims-through-online-mode-in-case-of-settlement-amount-is-above-Rs-10.00-Lacs.jpg>.

EFO Circular - Review of long pending 7A/14B case and confirmation of number of cases pending with all RO Under section 7A/14B

<http://vmlegalassociates.com/vmlegal/wp-content/uploads/2018/03/05.Review-of-long-pending-7A14B-case-and-confirmation-of-number-of-cases-pending-with-all-RO-Under-section-7A14B.pdf>.

EPFO Circular Employees Deposit linked Insurance (Amendment) Scheme 2018. The Gazette notification G.S.R.No 170 (E) on assurance benefits shall not be less than two lakhs and fifty Thousand rupees under Para 22 (3) of EDLI Scheme 1976 Date 15-02-2018

<http://vmlegalassociates.com/vmlegal/wp-content/uploads/2018/03/06Employees-Deposit-linked-Insurance-Amendment-Scheme-2018.The-Gazette-notification-G.S.R.No-170-E-on-assurance-benefits-shall-not-be-less-than-two-lakhs-and-fifty-Thousandrupees-u.pdf>.

Amendments & Notification

Contract Labour (R&A) Act 1970 and rules 1971 cost of living allowance index Numbers applicable to the contract labour on per with the workers covered under the scheduled employment under the Minimum Wages Act 1948 as on .01.10.2017 to 31.03.2018

<http://vmlegalassociates.com/vmlegal/wp-content/uploads/2018/03/07Contract-Labour-RA-Act-1970-and-rules-1971-cost-of-living-allowance-index-Numbers-aplicable-to-thecontract-labour-on-per-with-the-workers-covered-under-the-scheduled-employment-un.pdf>

The minimum rate of wages for the employment in Hospitals and nursing homes revised under the provisions of the Minimum Wages Act 1948 (central Act XI of 19480)

<http://vmlegalassociates.com/vmlegal/wp-content/uploads/2018/03/14In-the-Government-Order-first-read-above-the-minimumrate-of-wages-for-the-employment-in-Hospitals-and-nursing-homes-revised-under-the-provisions-of-the-Minimum-Wages-Act-1948-centra.pdf>

Notification by Government of Tamil Nadu - Amendment to the TamilNadu Contract Labour (Regulation and Abolition) Rules for Enhancement of Registration Fees and Licensing Fees.

<http://vmlegalassociates.com/vmlegal/wp-content/uploads/2018/03/10.The-Tamil-Nadu-Contract-Labour-Regulation-And-Abolition-Rules-And-Enhancement-Of-Registration-Fees-And-Licensing-Fees.pdf>

Notification - TamilNadu Minimum wages various industries including Shops and Establishment Act

http://vmlegalassociates.com/vmlegal/wp-content/uploads/2018/03/11.MW-Various-industries_including-Shops-And-Establishment.pdf

Amendment in Employment (Standing Orders) Act 1946- Reference to Fixed Term of Employment

<http://vmlegalassociates.com/vmlegal/wp-content/uploads/2018/03/12.Employment-Standing-Orders-Act-1946-fixed-Employment.pdf>

Parliament Passed the Bill – To raise the ceiling of tax free gratuity to Rs 20 lakh from the existing Rs 10 lakh for employees falling under the Payment of Gratuity Act.

<http://vmlegalassociates.com/vmlegal/wp-content/uploads/2018/03/Parliament-Passed-the-Bill.pdf>

Amendment in the Apprentices Act, 1961, in its application to the State of Maharashtra

<http://vmlegalassociates.com/vmlegal/wp-content/uploads/2018/03/13.Whereas-it-is-Expedient-to-amend-the-Apprentices-Act-1961-In-its-application-to-the-state-of-Maharashtra.pdf>

The Odisha Gazette – State Government delegate Power of Inspection to the officials of NACs / Municipalities, Municipal Corporation of odisha – purpose of ensuring display of Sign Boards in Odia language in all Shops and Commercial Establishments under their respective Jurisdiction

<http://vmlegalassociates.com/vmlegal/wp-content/uploads/2018/03/08Government-in-Labour-employment-Departmen-have-issued-an-order-under-section-38-of-the-Odisha-Shops-Commercial-Establishment-Act-1956-Directing-that-every-employer-shall-display.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

COMPLIANCE CHECKLIST

List of Registers to be Maintained Under Various Labour Laws

Sl. No.	Act	Frequency	Principle Employer
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
22	ESI ACT	MONTHLY	ESI Challan on or before 21st 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

COMPLIANCE CHECKLIST

List of Registers to be Maintained Under Various Labour Laws

Sl. No.	Act	Frequency	Principle Employer
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 – 31-March- 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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Quarterly Return [Due Date – 30th Apr 2018]

1	E E Act	Quarterly	To be Submitted to Local Employment Exchange Form ER – 1
2	LWF	Quarterly	Register of fines and unpaid accumulation - Form C

