

TalEzine - October '24

MONTHLY JOURNAL





The Employees' State Insurance Corporation (ESIC) has recently issued corrigendum regarding the need for strict verification and scrutiny of documents in Super Specialty Treatment (SST) cases. The partial modification will be "Referring locations must conduct thorough checks, especially for high-cost Treatment cases where the diagnosis date of the disease is before the date of registration in the ESIC system". For further information, kindly refer to Circular. Download

Vide File No. U-16012/392/2022-SST, dated 28.08.2024.

Notification regarding Revision in Paid Holiday for all Shops and Establishments

Notification regarding Revision in Paid Holiday for all Shops and Commercial Establishments falling with jurisdiction of state of Haryana due to General Election to Legislative Assembly on 05th October 2024 in Haryana. For further information, kindly refer to Circular. Vide Notification No: Elect-2024/IR-II/PSCE/Hol/23194, dated 04/09/2024.

The Government of Haryana Vide No. Elect-2024/IR-II/PSCE/HoI/23194, has issued



Press release regarding online submission of Form C - Notice of Change under Andaman S&E Regulation in Andaman

The Department of Labour, A & N Administration, in alignment with the Ease of Doing



DIGITAL BUSINESS

of Change) for employers of Shops and Establishments in these isles w.e.f. 3rd September 2024. Thereafter any changes in registered establishments under the A&N Islands Shops & Establishments Regulation, 2004, can only be submitted via online Form C. Visit https://labour.and.nic.in/labour/ for step-by-step instructions on submitting Form C online. For further information, kindly refer to Letter. Download Vide Letter No: A/1/2022-Estt.Sec-LAB_AN/874, dated 02.09.2024. **Notification under Tripura Factories Rules, 2007**

establishment shall furnish information or return in prescribed Forms in relation to

vacancies appointed for persons with benchmark disability that have occurred or are

about to occur in that establishment to Special Employment Exchange for Physically

Handicapped at the Directorate of Employment under Department of Labour at Purta

Business and Digital India initiatives, has facilitated online submission of 'Form C' (Notice

The Government of Tripura, Rule 25A of the Tripura Factories Rules, 2007 (As amended), in Labour Department (Factories & Boilers Organization) hereby notified the submission of

time for completion of each procedure/ Step, searchable based on risk category, size of firm, business location and Foreign/ Domestic investor for availing a service. For further

Vide Notification No: F.2(365)-FB/EODB/BRAP/2024/878-84, dated 09.09.2024. **Bengal**

comprehensive list of documents required, procedure with stage wise details, cost and

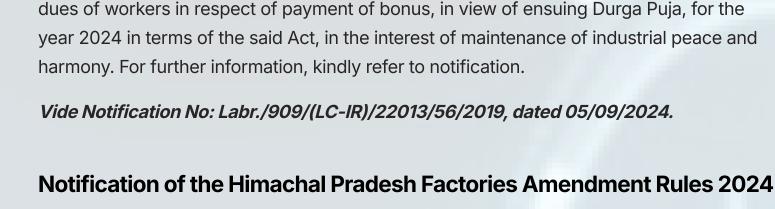


Act, 2 016 (49 of 2016), read with rule 13 of the Rights of Persons with Disabilities Rules, 2017, the Government of West Bengal hereby requires that the employer in every

In exercise of the power conferred by Section 36 of the Rights of Persons with Disabilities

Download

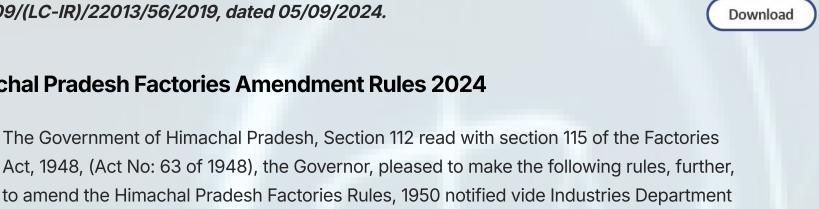
Bhavan. For further information, kindly refer to notification. Vide Notification No: Labr/247/ Law dated 30.08.2024.



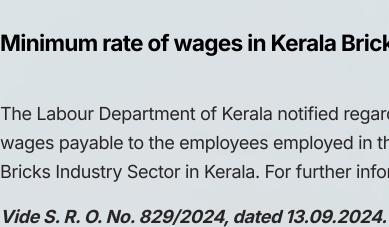
The Government of West Bengal makes an appeal to all employers and employees of the

state covered under payment of Bonus Act, 1965 as amended by the payment of Bonus

(Amendment) Act, 2015 to stick to the following guidelines while setting the legitimate



further information, kindly refer to notification. Vide Notification No: Shram(A)3-4/2022 dated Shimla-171002, dated 30.08.2024.



in Odisha

Minimum rate of wages in Kerala Brick manufacturing and Wire Cut Bricks Industry The Labour Department of Kerala notified regarding the revision in the minimum rates of wages payable to the employees employed in the Brick Manufacturing and Wire Cut Bricks Industry Sector in Kerala. For further information, kindly refer to notification.

Notification No: D. 80-12/48-III, dated 06/05/1952. The rules are namely 1. Revised

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Ministry of Labour &

Employment

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MINIMUM

WAGE

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under the Business Reform Action Plan-2024, it is hereby notified that a) The public dashboard in PAReSHRAM Portal shall include detailed information on the total number of

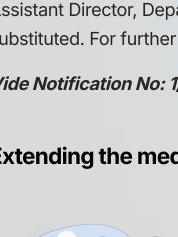


EASE OF DOING

BUSINESS

Prevention of Sexual Harassment (POSH) at workplace-Responsibilities of an Employer The Government of Gurugram inform about the formation of an internal Committee as legally mandatory as per the Sexual Harassment of women at Workplace (Prevention, Vide Memo No: 42, dated 03.09.2024.

The Employee Provident Fund Organization issued an Office Order for all the clerks and branch supervisors posted in the Accounts Branch are directed to take immediate action on the letter regarding reset of login password from the employer received by the EDP



Download Extending the medical benefits to insured person families in various districts.

The Employees' State Insurance Act, 1948 (34 of 1948), read with Regulation 95-A of the

1st August, 2024 as the date from, which the medical benefit as laid down in the said

Vide Notification No: N-17011/1/Manipur/2024-P&D, dated 12.08.2024.

The Ministry of Labour & Employment ('MLE') has issued an advisory asking aggregators

to register on the E-Shram portal and get their gig and platform workers onboarded. For

Vide Notification No: No. sW-11015/15/2024-RW(GPW), dated 16.09.2024.

Regulation 95-A shall be extended to the families of insured persons in all the areas of

Employees' State Insurance (General) Regulations, 1950, the Director General has fixed the

districts namely (1) Bishnupur (2) Senapati (3) Ukhrul (4) Kangpokpi (5) Churachandpur (6)

Thoubal districts in the state of Manipur. For further information, kindly refer to notification.

should ensure that they fill the biennial return ER-II based on the statistical return ER-I of 30.09.2023 on the prescribed proforma of the Act 1960 and sent it by 30.09.2024. For further information, kindly refer to notification.

further information, kindly refer to notification.

Notification regarding EMI ER returns submission as on September 23 in Haryana.

The Director General of Employment, Ministry of Labour and Employment, New Delhi and

the order of the Directorate of Employment, all the establishment of the private sector

information, kindly refer to notification. Vide Notification No.MWA-1015/259/CR-97/Lab-7, dated 02.09.2024.

Revision of Minimum Wages for other Industries in Maharashtra The Government of Maharashtra has published a Notification revising the minimum wages for other Industries with effect from 02 September 2024 in Maharashtra. For further Download

wages for SEEPZ (Electronics) and Gems and Jewellery Sectors with effect from 01st July

with effect from 30th August 2024. For further information, kindly refer to notification. Vide Notification No: MWA-1015/419/CR-141/Lab-7, dated 30.08.2024.

The Kerala Minimum Wages CPI Notification (Jul 2024)



minimum

up ahead

wage increase

Vide Notification No: DES/1251/2024-P3(1), dated 12.09.2024 The Uttarakhand Minimum Wages Notification (Jan 2024) (Engineering Industry)

> **ZONE I ZONE II**

02-Sep-24

information, kindly refer to Notification. Notification regarding special employment exchange for physically handicapped persons in West

Notification regarding payment of Durga Pooja Bonus for FY 2024 in West Bengal

Licensing Fees, 2. Introduction of Rule 12-A, 3. Implications of the Amendments. For

Notification for improvement of Ease of Doing Business in the State and Implementation of BRAP-2024 To improve the Ease of Doing Business in the State and for implementation of reforms

applications received and approved, as well as processing time (average, median,

https://pareshram-labour.odisha.gov.in / pareshram/public/details for Brap shall be

Vide Notification No: No.6584-LESI-LL2-LABGNC-0002/2024/LESI, dated 23.08.24

maximum, and minimum) and average fees charged. b) The dashboard at

updated. For further information, kindly refer to notification.

Prohibition and Redressal) Act, 2013. Employers are requested to furnish details of their office under POSH Act, 2013 in the provided format mentioned in the notification. For further information, kindly refer to notification.

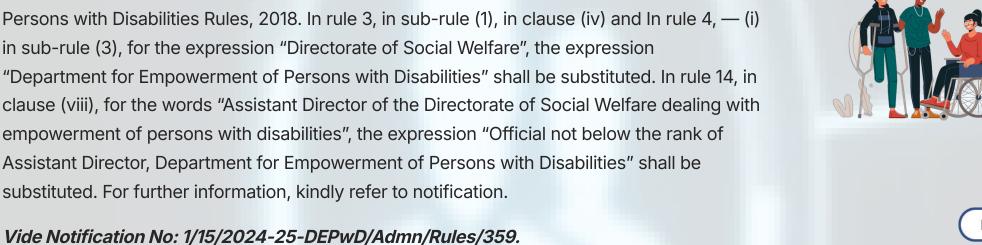
Branch and ensure to resend the letter to the EDP branch on the same day or by the next working day. For further information, kindly refer to notification. Vide Temporary arrangement/Adm-I/370, dated 04.09.2024.

Notification of the Goa Rights of Persons with Disabilities (Second Amendment) Rules, 2024

The Department of Empowerment of Persons with Disabilities, Goa, notified the Goa Rights of

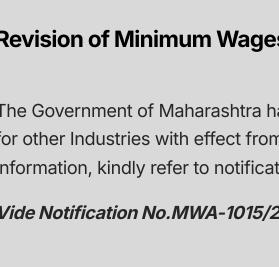
Persons with Disabilities (Second Amendment) Rules, 2024 further amend the Goa Rights of

Office Order regarding Immediate Action to be taken against login password reset issue in EPF



Vide Notification No: EMI/ER-II/2024/979, dated 02.09.2024.

Aggregators to register platform workers on E Shram portal



MINIMUM WAGI

Revision of MW for various Industries in Maharashtra The Government of Maharashtra, Industries, Energy, Labour and Mining Department, has issued Multiple notifications regarding revision of minimum wages for various industries

2024. For further information, kindly refer to notification.

Vide CIRCULAR NO./LAB/22/10619/2024, dated 30.08.2024.

employment with effect from 01st July 2024. For further information, kindly refer to notification. WAGE **INCREASE** AHEAD *Vide Notification No: 22/Stat/14/RW/24/2023/LCS/JLC, dated 16.07.2024.*

> With Effect From 01-Jul-24

The Puducherry Minimum Wages Notification (Basic Revision) The Government of Puducherry is pleased to revise the minimum rates of wages payable

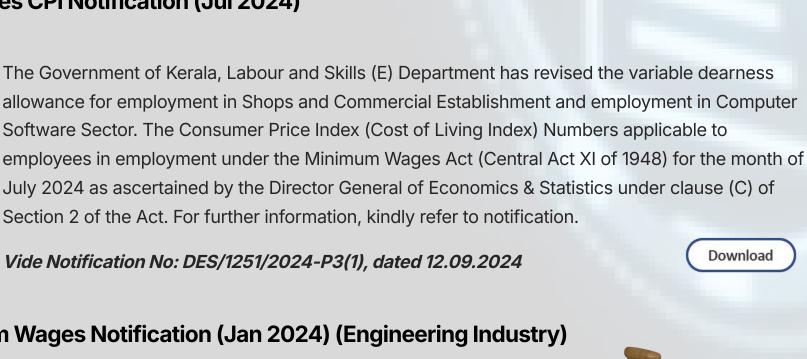
Vide G. OMs. No: 09/AIL/Lab/G/2024, dated 02.09.2024.

Unskilled

Puducherry as specified in the mentioned schedule in the attached GO. For further

information, kindly refer to notification. Download STATE CLASS **ZONE I ZONE II** With Effect From **Highly Skilled** 11695 02-Sep-24 Skilled 11283 02-Sep-24 **Puducherry** Semi-Skilled 11192 02-Sep-24

11131



The West Bengal Minimum Wages Notification (Jul 2024) The Government of West Bengal has released minimum wages for various scheduled

STATE

West Bengal

11427 12048 Semi - Skilled 10952 10387 9956 9445

Notification regarding revision of minimum wages for SEEPZ (Electronics) and Gems and Jewellery Sectors (July 2024) The Government of Maharashtra has issued Notification regarding revision of minimum

The Government of Uttarakhand has issued notification regarding revision of minimum wages with

13252 12572

01-Jul-24 01-Jul-24

01-Jul-24

Software Sector. The Consumer Price Index (Cost of Living Index) Numbers applicable to Section 2 of the Act. For further information, kindly refer to notification.

CLASS Highly Skilled

Skilled

Un-skilled

in respect of the employees employed in Shops Establishments in the Union Territory of





Monthly compliance checklist are the best practices to stay on top of HR compliance throughout the month

Click here to know the deadlines of October 2024.

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Sources:

Government Notifications, Press Releases, Labour Department Announcements through Circulars.

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