



TalEzine - September '24
MONTHLY JOURNAL



Circular regarding removal of the Aadhaar Card from the list of acceptable documents for proofs of date of birth in ESI



The Employees' State Insurance Corporation (ESIC) has recently announced the removal of the Aadhaar card from the list of acceptable documents for proof of date of birth. This directive follows recent guidelines from the Unique Identification Authority of India (UIDAI). For further information, kindly refer to Circular.

Vide Circular No: N-12013/2/2023-Bft-II, dated 29.07.2024.

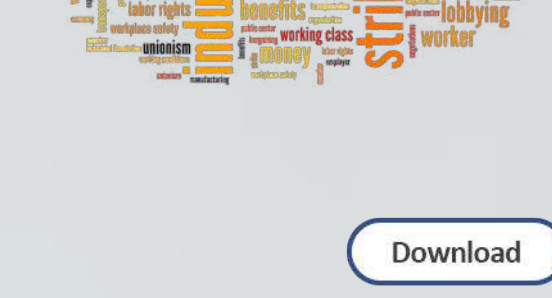
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Notification of the Kerala recognition of Trade Unions Amendment Rules 2024

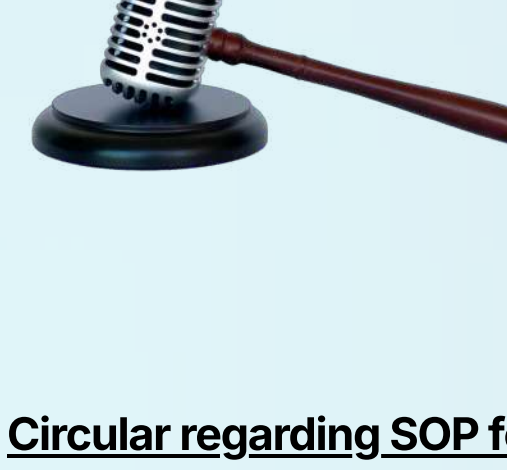
The Government of Kerala has exercised its authority under the Kerala Recognition of Trade Unions Act, 2010, to revise the Kerala Recognition of Trade Unions Rules, 2011. The amendment occurs in sub-rule (3) of rule 5, where the fee previously set at "1000" will be increased to "1150." This adjustment reflects the government's decision to update the fee structure that was originally established on April 20, 2011. For further information, kindly refer to Circular.

Vide Circular S. R. O. No. 640/2024, dated 22.07.2024.

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Strict verification scrutiny of documents for super specialty treatment SST cases in ESI



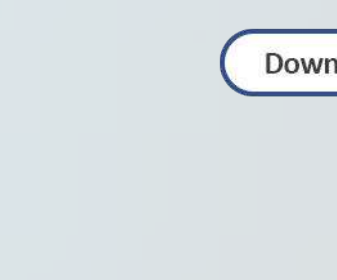
The Employees State Insurance Corporation (ESIC) has issued Strict verification and scrutiny of documents for Super Specialty Treatment (SST). Referring locations must conduct thorough checks, especially for high-cost treatment cases where the diagnosis date of the disease is after the date of registration on the ESI system. Increase Scrutiny of cases to identify any potential nexus between employers and pharmaceutical companies exploiting the system. Maintain stringent assessment criteria for approving SST on a case-by-case basis, ensuring only genuine cases receive the benefits. Regular audits and monitoring of the cases and referrals to detect and prevent any fraudulent activities. For further information, kindly refer to Circular.

Vide Notification No. U-16012/392/2022-SST, dated 25.07.2024.

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Circular regarding SOP for Joint declaration for member profile updation version 3.0 in EPFO

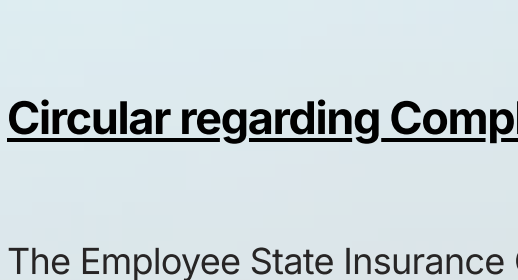
The EPFO has issued Standard Operating Procedures in version 3.0 for processing of joint declaration of member profile updation. The purpose of this document is to delineate the procedure of receipt of Joint Declarations for the updation/insertion/correction in UAN profiles by the members and employer and the method of corrections to be followed by the Field Offices. For further information, kindly refer to Circular



Vide Notification No: WSU/2022/(E-54018)/3931 dated 31.07.2024.

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Circular regarding SOP for transaction less and inoperative accounts in EPFO



The EPFO has issued Standard Operating Procedures in order to handle Transaction-less and Inoperative accounts, the Field office should do a stronger due diligence so that, cases of impersonation/identity theft or otherwise do not occur. For further information, kindly refer to Circular

Vide Notification No: WSU/2023/12/'InoperativeAccountsInEPF'(300140) dated 02.08.2024.

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Circular regarding Compliance of ESIC Pensioners Medical Scheme

The Employee State Insurance Corporation (ESIC) has requested to ensure that the medical treatment is provided to pensioners strictly in accordance with ESIC PMS & guidelines issued by Headquarters from time to time. For further information, kindly refer to Circular.



Vide Notification no: D-12/17/05/2018-E-VI, dated 07/08/2024

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Circular regarding recovery target for the year 2024-25 in ESI



The Employees State Insurance Corporation has issued Circular regarding Recovery Target for the year 2024-25 in ESI. The authority instructed to gearing up the recovery machinery and for ensuring the proper monitoring were issued by this letter. In continuation of above instruction, it is again emphasized that all steps as per the manual and rules should be taken to achieve recovery targets for the year 2024-2025. For further information, kindly refer to Circular.

Vide Notification No: Q-11/24/Audit/2006/RRC, dated 09.08.2024.

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Notification of the Madhya Pradesh private security agencies regulation rules 2024

The Government of Madhya Pradesh issued the Madhya Pradesh Private Security Agencies (Regulation) Rules, 2024, in suppression of Madhya Pradesh Private Security Agencies Rules, 2012, hereby makes the following rules, namely: Rule 3 states about "Application for grant of License", Rule 4 states about "Conditions for grant of license", Rules 11 states about "Appeals and Procedure", Rules 12 states about the "Register to be maintained by the agency". For further information, kindly refer to Circular.



Vide Notification No: F1-172-2021-Two-C-X dated 07.08.2024.

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Circular regarding forwarding of user manual for bulk Aadhaar seeding of ESIC beneficiaries through employer PF portal



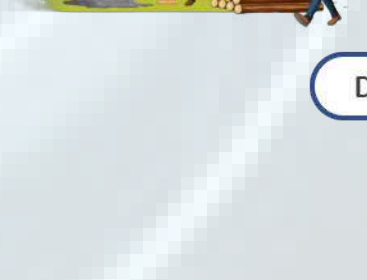
The Employee State Insurance Corporation (ESIC) forwarding the user manual for bulk Aadhaar Seeding of ESIC beneficiaries through the employer portal. Before uploading Aadhaar and mobile number of the ESIC beneficiaries in the "Bulk Aadhaar Seeding Template" the employer must ensure the points mentioned in the notification. For further information, kindly refer to Circular.

Vide Notification No: N-16016/1/2023-Bfr-II dated 06.08.2024

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BOCW Regulation of Employment and Conditions of service Kerala rules 2024

The Building and Other Construction Workers'(Regulations of Employment and Conditions of Service) Kerala Rules, 1998 in Sub-rule (2) of rule 284, the amended rule namely: "Provided that, if a beneficiary commits default in the payment of contribution for more than three years, the membership shall not be resumed". For further information, kindly refer to Circular.



Vide Notification No: G.O.(P) No. 50/2024/LBR dated 06.08.2024.

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Circular regarding SOP for surrender of EPF Exemption



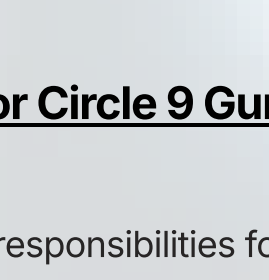
The Headquarters of EPFO has informed the launch of a new online system concerning the surrender of exemption and the transfer of member's previous accumulations. This system can be accessed through the Employer's Login of the Unified Portal. Exempted establishment file their applications and upload the necessary documents which will be processed by the RO. For further information, kindly refer to notification.

Vide Notification No: E.III/10(74)/2024/CDAC/4168 dated 13.08.2024.

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Mandate to publish an online dashboard in public domain for ease of doing business 2024

The Government of Rajasthan has issued Office order regarding mandate to Publish an online Dashboard in Public Domain for Ease of Doing Business of BRAP-2024. For further information, kindly refer to notification.



Vide Notification No: F20(1)Shram/LDMS(71)/2023 dated 14.08.2024.

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Clarification of jurisdiction limits of labour Inspector Circle 6 and Labour Inspector Circle 9 Gurugram



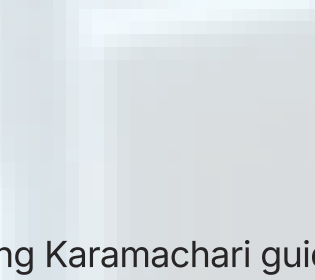
The Office of the Labor Commissioner, Haryana, issued the responsibilities for Labor Inspector, Circle-6, Gurugram, include overseeing sectors 17, 18, Electronic City, and villages such as Sarhol and Sukhroli. Additionally, they are tasked with monitoring sectors 21 to 23 of Palam Vihar, New Palam Vihar (comprising sectors 109 to 115), and villages Bajghera and Sarai Alawardi. The jurisdiction extends to the area from Sadar Bazar up to Basai village, including sectors 105, 106, 107, and 108, pending verification from the Town and Country Planning Department, Gurugram, or the Municipal Corporation, Gurugram. For further information, kindly refer to notification.

Vide Endorsement No: Essst/02/2024/21659-68 dated 16.08.2024.

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Ease of doing business centralized inspection system in Kerala

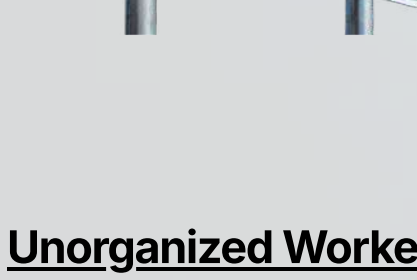
The Government of Kerala has issued Amendment notification of Ease of doing business - Centralized Inspection System (CIS). For further information, kindly refer to notification.



Vide Notification No: G.O.(P) No.52/2024/LBRD, dated 12.08.2024

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Notification regarding Karamachari guidelines in Kerala



The government of Kerala has issued Notification regarding Karamachari guidelines in Kerala in Malayalam version. Karamachari is a Scheme launched by the department of Labor to implement work along with studies among students. For further information, kindly refer to notification.

Vide Notification No: 785/2024/LBR dated 24.06.2024.

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Unorganized Workers Social Security Amendment Scheme in Kerala

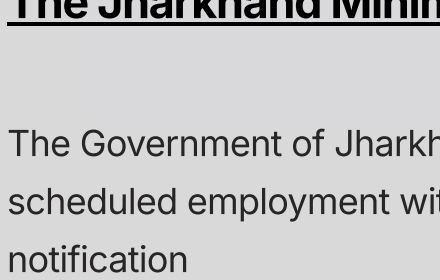
The Government of Kerala issued the Kerala Unorganized Workers Social Security (Amendment) Scheme, 2024, to further amend the Kerala Unorganized Workers Social Security Scheme, 2015. The Amendment as follows: In Para 12 "The application for the said benefits shall be submitted in Form No. 6 annexed hereto three months before the date of retirement". In Sub-Para (2) of Clause 13, " The Application for pension should be submitted to the concerned District Executive Officer in Form No.7 three months before the date of retirement". For further information, kindly refer to notification.



Vide Notification No: 746/2024 dated 12.08.2024.

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The Maharashtra Pune security guard board Minimum Wages



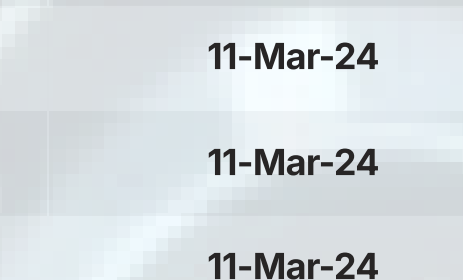
The Pune Security Guard Board, Government of Maharashtra has issued the Maharashtra (Pune) Security Guard Board Minimum Wages VDA Notification with effect from 01.07.2024. For further information, kindly refer to notification.

Vide Notification No: Ja.Na.Pu.jisu.r.mm.pu.12290 dated 19.08.2024.

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The Jharkhand Minimum Wages Notification March-2024

The Government of Jharkhand has issued revision of minimum wages for various scheduled employment with effect from 11.03.2024. For further information, kindly refer to notification



Vide Notification No: 142 dated 11.03.2024.

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Meghalaya Minimum Wages Notification April-2024



The Government of Meghalaya has issued Notification regarding revision of Minimum wages for scheduled employment with effect from 01.04.2024. For further information, kindly refer to notification.

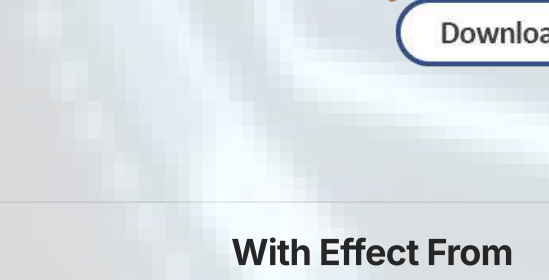
Vide Notification No: LE&SD. 9/2023/17 dated 16.08.2024.

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STATE	CLASS	ZONE I	ZONE II	With Effect From
Meghalaya	Highly Skilled	15158		01-Apr-24
	Skilled	13702		01-Apr-24
	Semi - Skilled	12272		01-Apr-24
	Un-skilled	10842		01-Apr-24

Tripura Minimum Wages Notification April-2024

The Government of Tripura has issued various notifications regarding revision of minimum wages for various industries with effect from 01.04.2024. For further information, kindly refer to notification.

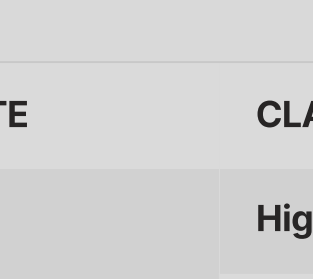


Vide Notification No: F.22(74)-LAB/ENF/MW/SHOPS/2022/4836-53 dated 29.07.2024

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STATE	CLASS	ZONE I	ZONE II	With Effect From
Tripura	Skilled	9298		01-Apr-24
	Semi Skilled	8314		01-Apr-24
	Unskilled	7578		01-Apr-24

Kerala Minimum Wages Notification CPI June2024



The government of Kerala, Labour and Skills (E) Department has revised the variable dearness allowance for employment in Shops and Commercial Establishment and employment in Computer Software Sector. For further information, kindly refer to notification

Vide Notification No: DES/1251/2024-P3(1), dated 15.08.2024.

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STATE	CLASS	ZONE I	ZONE II	With Effect From
Kerala	Highly Skilled	14704		01-Jun-24
	Skilled	14284		01-Jun-24
	Semi-Skilled	14074		01-Jun-24
	Unskilled	13864		01-Jun-24

The Odisha minimum wages notification basic revision 2024

The Government of Odisha has issued revision of minimum wages for various scheduled employment with effect from 18th July 2024. For further information, kindly refer to notification.

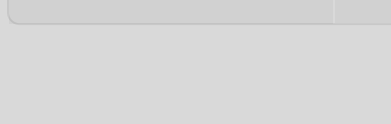


Vide Notification No: 1367 & 1368, dated 18.07.2024.

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STATE	CLASS	ZONE I	ZONE II	With Effect From
Odisha	Highly Skilled	15600		18-Jul-24
	Skilled	14300		18-Jul-24
	Semi-Skilled	13000		18-Jul-24
	Unskilled	11700		18-Jul-24

The Maharashtra minimum wages VDA notification Jul 2024



Minimum Wages for Shops and Establishments in Maharashtra have been revised effective from 01 July 2024 to 31 December 2024. For further information, kindly refer to notification.

Vide Notification No: Sr.Gr.V.A/V.B/2024(2)/Kayp-10, dated 06.08.2024

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STATE	CLASS	ZONE I	ZONE II	ZONE III	ZONE IV	With Effect From
Maharashtra	Skilled	14882	14286	13690		01-Jul-24
	Semi Skilled	14106	13510	12914		01-Jul-24
	Unskilled	13271	12675	12078		01-Jul-24



COMPLIANCE

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

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Sources:

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

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