



CORE INTEGRA COMPLIANCE NEWSLETTER.



Edition : OCTOBER 2023

WHAT'S THERE IN THIS EDITION?



Statutory Updates
& Notifications



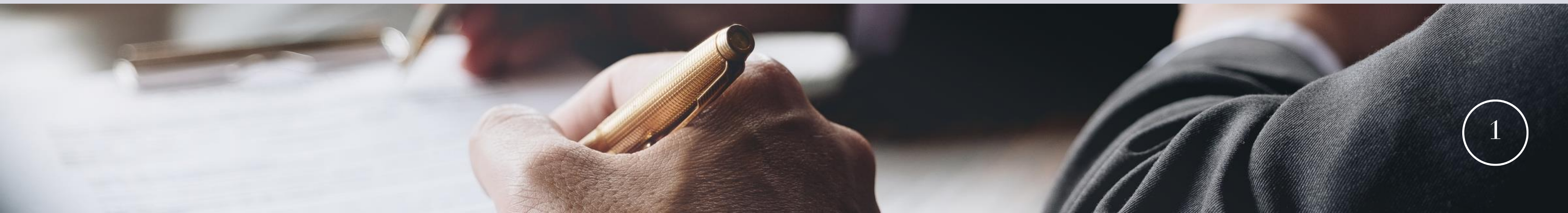
Important
Judgments



Statutory Due Dates



Awards &
Certifications





STATUTORY NOTIFICATIONS/UPDATES

STATUTORY NOTIFICATIONS/UPDATES

➤ EXTENSION OF ESIC SCHEME ON CASUAL AND CONTRACTUAL WORKERS OF MUNICIPAL BODIES – TAMIL NADU AND ODISHA

ESIC has extended the ESIC Scheme to casual or contractual workers of Municipal Corporation or Municipal Bodies in Tamil Nadu and Odisha. [View Notification](#)

➤ Correction in Minimum Wages notified by Government of Tamil Nadu

“The Government of Tamil Nadu published Gazette notification dated 6th September 2023 for Correction on Minimum Wages notification dated 11th August 2023 for the Paper and other incidental Processes connected with the “Machine made paper Industry”, “Loading and unloading operation” & “Aerated Water Manufactory” [View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

➤ MINIMUM WAGES REVISION – KERALA

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. As per the Notification The Consumer Price Index (Cost of Living Index) Numbers applicable to employees in employment under the Minimum Wages Act (Central Act XI of 1948) for the month of July 2023 as ascertained by the Director General of Economics & Statistics under clause (C) of Section 2 of the Act.

[View Notification](#)

➤ EXTENSION OF TIME LIMIT FOR ATAL BEEMIT VYAKTI KALYAN YOJANA – CENTRAL

ESIC has extended the Atal Beemit Vyakti Kalyan Yojana for a period from 01.07.2022 to 30.06.2024 with improvements in rate of relief and eligibility conditions. [View Notification](#)

**LATEST UPDATES**

STATUTORY NOTIFICATIONS/UPDATES

➤ MINIMUM WAGES REVISION – CENTRAL

The Government of India has released the minimum wages effective from 1st October 2023. [View Notification](#)

➤ MINIMUM WAGES REVISION – MADHYA PRADESH

The Government of Madhya Pradesh has released the minimum wages effective from 1st October 2023. [View Notification](#)

➤ MINIMUM WAGES REVISION – PUDUCHERRY

The Government of Puducherry has released the minimum wages effective from 1st October 2023. [View Notification](#)

➤ STATE LIST OF HOLIDAY'2024 – BIHAR

The Government of Bihar has declared list of holidays for the year 2024. [View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

- **MINIMUM WAGES REVISION – BIHAR**
The Government of Bihar has released the minimum wages effective from 1st October 2023. [View Notification](#)
- **MINIMUM WAGES REVISION – CHHATTISGARH**
The Government of Chhattisgarh has released the minimum wages effective from 1st October 2023. [View Notification](#)
- **MINIMUM WAGES REVISION – GUJARAT**
The Government of Gujarat has released the minimum wages effective from 1st October 2023. [View Notification](#)
- **SOP FOR PROCESSING OF JOINT
DECLARATION OF MEMBER PROFILE
UPDATION IN EPFO – CENTRAL**
The EPFO has released Rationalisation of work areas/Joint-Declaration/284 on SOP for processing of Joint declaration of member profile updation in EPFO. [View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

► THE GOVERNMENT OF WEST BENGAL ISSUED NOTIFICATION UNDER PAYMENT OF BONUS ACT, 1965. – WEST BENGAL

“State of West Bengal issued notification under Payment of Bonus Act, 1965 to request the employers of private organization, public sector undertaking and unorganized sector to pay the Bonus before the Durga Puja in the State.

The notification is issued under the request the employers and trade unions to simplify the process of payment of Bonus to the applicable employees.

The notification is not as an order under Payment of Bonus Act, 1965 by the State Government, it's in the requesting nature to maintain the industry peace and harmony. The notification requests the employers to make the payment on or before the Durga Puja as a special festival to celebrate by the majority of the people.” [View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

➤ EXEMPTION UNDER PROVISIONS OF FACTORIES ACT 1948 – PUNJAB

“The Government of Punjab exempted the applicability of Section 51, 52, 54 and 56 of the Factories Act, 1948 to the factories operates in Punjab with certain conditions.

As per Notification exempted Section 51 – Weekly Hours, Section 52 – Weekly Holiday, Section 54 – Daily hours and Section 56 – Spread over.

Condition –

1. Daily hours of work not to exceed 12 hours.
2. Weekly hours of work including Over Time not to exceed 60 hours.
3. Spread over time not to exceed 13 hours in any one day.
4. Employees / Workers not allowed to work overtime for more than 7 days at a stretch, total overtime hours not to exceed 115 hours per quarter.
5. Overtime wages payable accordance to Minimum Wages Act, 1948, and the Punjab Minimum Wages Rules, 1950.
6. A logbook/register shall be maintained of all overtime undertaken by the workers and such logbook/register will be open to inspection by the officers of the Labour Department.(Format not specified). [View Notification](#)





IMPORTANT JUDGEMENTS

IMPORTANT JUDGEMENTS

CALCUTTA HIGH COURT

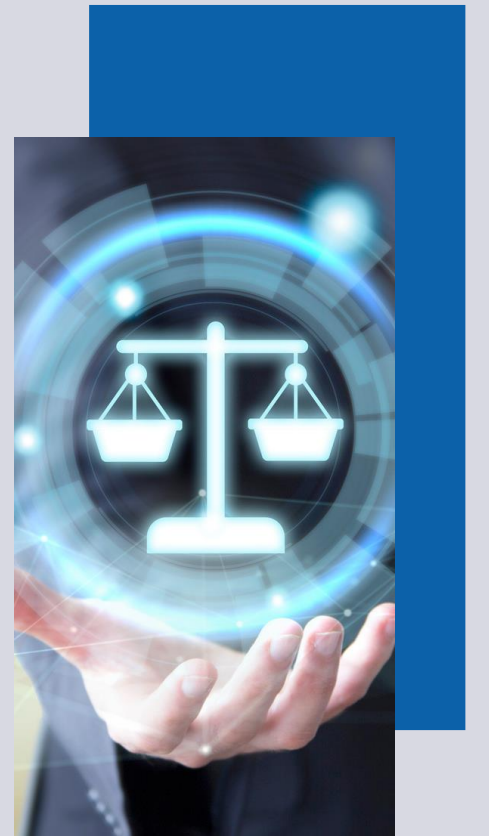
- Employees of the same institution can be part of the Internal Complaint Committee. [View Judgement](#)
- Secretary of the Managing Committee of the school is an "employer" under the POSH Act. [View Judgement](#)

JAMMU & KASHMIR HIGH COURT

- Delay in raising dispute is to be considered by moulding relief. [View Judgement](#)
- Writing order of appointment on the date of termination confers no moksha from sec. 25F(b) of the ID Act. [View Judgement](#)

JHARKHAND HIGH COURT

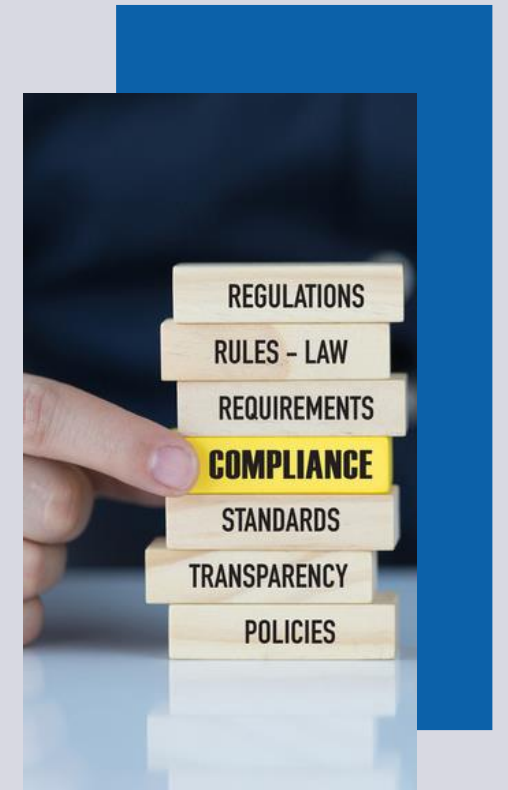
- Labour cess, leviable on the supply of materials and consultancy charges, is distinct from civil works. [View Judgement](#)



IMPORTANT JUDGEMENTS

DELHI HIGH COURT

- Misappropriation by employees will merit loss of confidence. [View Judgement](#)
- Quantum of punishment cannot be interfered with by the Tribunal without recording specific reasons. [View Judgement](#)
- Termination of a probationer, not suitable for duty, would be proper. [View Judgement](#)
- Enquiry influenced by improper consideration would be improper. [View Judgement](#)
- High Court cannot reappreciate and go into the adequacy of evidence. [View Judgement](#)
- The chairman of the School receiving wages will be an employee under the EPF Act. [View Judgement](#)
- Burden is upon the principal employer to prove that the contractor was paying wages to employees. [View Judgement](#)



IMPORTANT JUDGEMENTS

KARNATAKA HIGH COURT

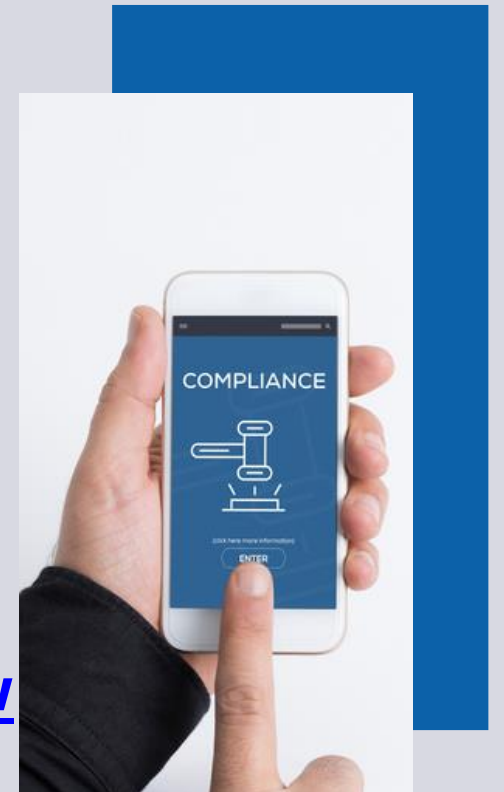
- Coolies engaged in loading/unloading work would-be employees under the EPF Act. [View Judgement](#)

ORISSA HIGH COURT

- The director having resigned prior to the raising of the industrial dispute cannot be prosecuted. [View Judgement](#)
- The Industrial adjudicator cannot enquire on questions not referred to it. [View Judgement](#)
- EPF authority has to consider the amount deposited by the contractor with the principal employer. [View Judgement](#)

MADHYA PRADESH HIGH COURT

- Order of EPF authority regarding imposition of interest under section 7-Q cannot be stayed. [View Judgement](#)
- Writ before HC is maintainable when the Tribunal is not in functioning. [View Judgement](#)



IMPORTANT JUDGEMENTS

SUPREME COURT OF INDIA

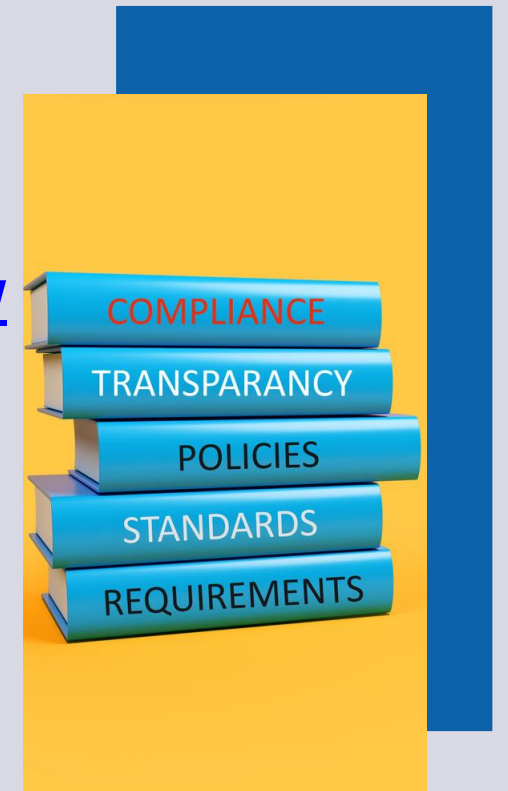
- Workman's right of regularization cannot be waived off if worked for 240 days. [View Judgement](#)
- Basic wages under the FPF Act can be split into exempted allowances. [View Judgement](#)
- Death due to long spells of driving a truck is attributable to an accident. [View Judgement](#)
- Settlement, unless more beneficial for workers, cannot override certified standing orders. [View Judgement](#)

KERALA HIGH COURT

- Coverage of an establishment with 9 employees and 14 trainees is not proper. [View Judgement](#)

PATNA HIGH COURT

- No appeal against the order passed under Section 7-Q. [View Judgement](#)



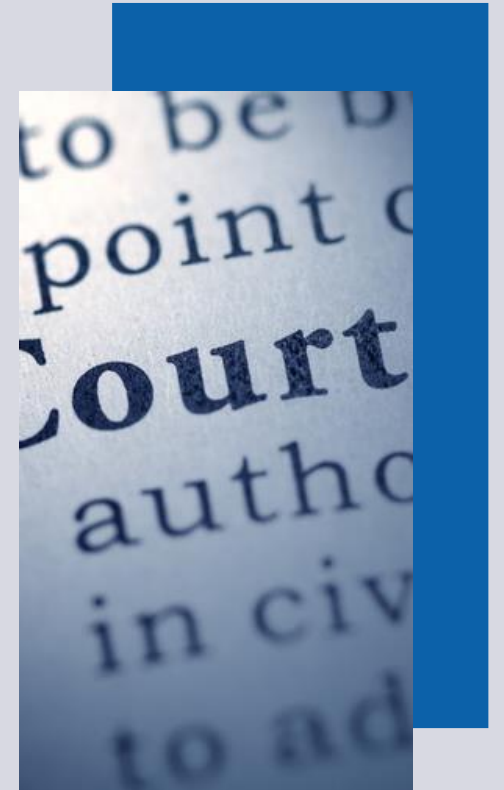
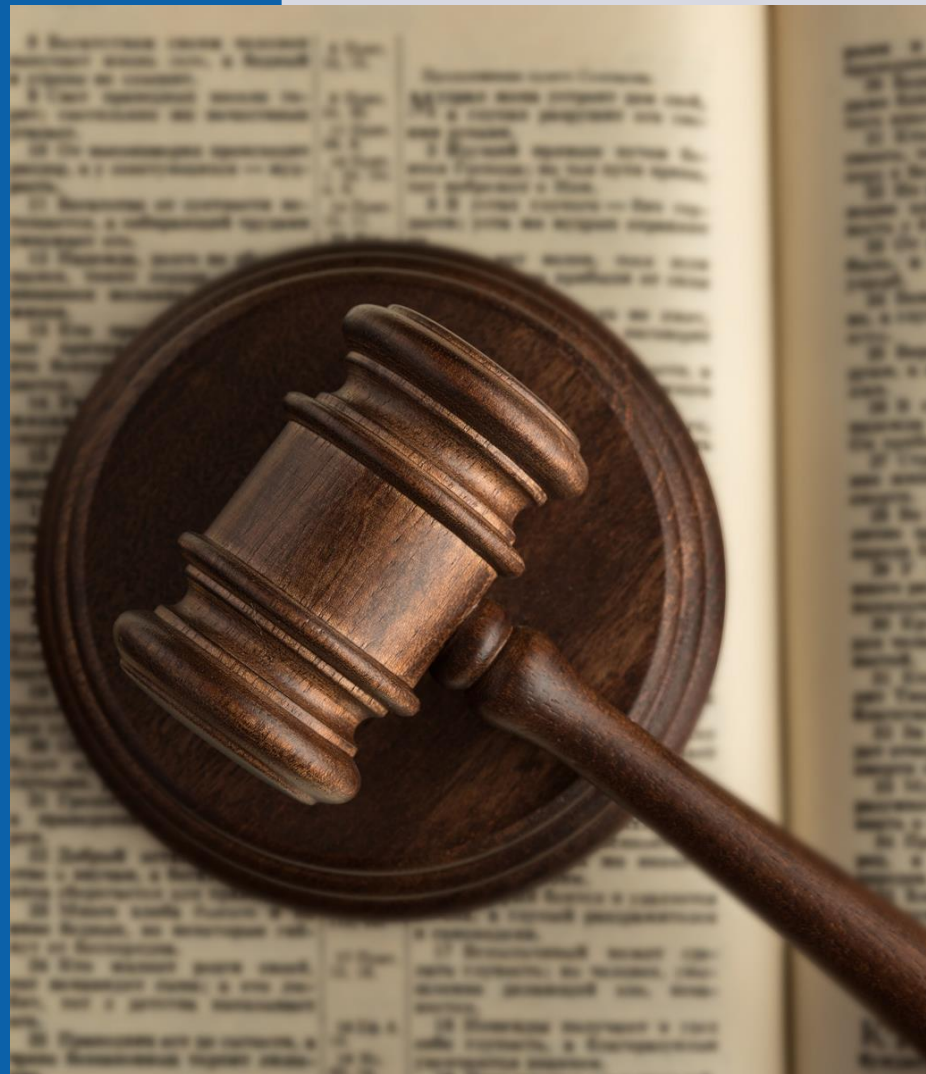
IMPORTANT JUDGEMENTS

MADRAS HIGH COURT

- The gratuity authority cannot condone the delay in filing an appeal beyond 120 days.

[View Judgement](#)

- No pre-deposit for appeal under section 14B. [View Judgement](#)
- Recovery of EPF dues by the Authority without identification of beneficiaries is not proper. [View Judgement](#)
- EPF Tribunal can extend the limitation to a maximum of 120 days. [View Judgement](#)
- Trainees, engaged under standing orders, are not employees under the EPF Act. [View Judgement](#)
- The Tribunal can waive/reduce the pre-deposit amount under section 7-O. [View Judgement](#)
- Habitual defaulter of EPF contributions is not entitled to any relief. [View Judgement](#)
- The registering Authority is empowered to refuse registration of the attached property. [View Judgement](#)



IMPORTANT JUDGEMENTS

MADRAS HIGH COURT

- Section 14B does not contemplate reasons for the delay in the remittance of PF contributions. [View Judgement](#)
- Writ court cannot accede to the request of PF authority if not acted diligently. [View Judgement](#)
- Damage levied under Section 14B is completely different from interest under section 7-Q. [View Judgement](#)

PUNJAB AND HARYANA HIGH COURT

- Workman has the right to file a criminal complaint on non-implementation of an award. [View Judgement](#)
- Employer is under legal obligation to inform change in directors to all authorities. [View Judgement](#)





STATUTORY DUE DATES

STATUTORY DUE DATES : OCTOBER-2023

Name of Act	State	Remittance / Return	Frequency	Period	Due Date	Applicability	Remarks
The Employees` Provident Fund Act - International Worker Return	All	Return	Monthly	Sep-23	15-Oct-23	Code wise	
The Employees` Provident Funds & MP Act	All	Remittance	Monthly	Sep-23	15-Oct-23	Code wise	
The Employees` State Insurance Act	All	Remittance	Monthly	Sep-23	15-Oct-23	Code wise	
The Employees` Provident Fund Act - EDLI Exempted Employer	All	Return	Monthly	Sep-23	25-Oct-23	Code wise	
Employment Exchanges Act, 1959	State wise	Return	Quarterly	Jul-23 To Sep-23	30-Oct-23	Branch	Branches employing 25 or more

STATUTORY DUE DATES : OCTOBER-2023

Name of Act	State	Remittance / Return	Frequency	Period	Due Date	Applicability	Remarks
Workers Welfare Fund Act	Kerala	Remittance (Employer & Employee)	Monthly	Sep-23	05-Oct-23	Branch	
The Profession Tax Act	Andhra Pradesh	Remittance - Employee	Monthly	Sep-23	10-Oct-23	Branch	
The Profession Tax Act	Andhra Pradesh	Return - Employee	Monthly	Sep-23	10-Oct-23	Branch	
The Profession Tax Act	Madhya Pradesh	Remittance - Employee	Monthly	Sep-23	10-Oct-23	Branch	
The Profession Tax Act	Telangana	Remittance - Employee	Monthly	Sep-23	10-Oct-23	Branch	
The Profession Tax Act	Telangana	Return - Employee	Monthly	Sep-23	10-Oct-23	Branch	
Shops and Establishments Act	Goa	Return - Branch Wise	Quarterly	Jul-23 To Sep-23	10-Oct-23	Branch	Branch with 5 or more employees
Labour Welfare Fund Act	Punjab	Remittance (Employer & Employee)	Half Yearly	Apr-23 To Sep-23	15-Oct-23	Branch	
Labour Welfare Fund Act	Chandigarh	Remittance (Employer & Employee)	Half Yearly	Apr-23 To Sep-23	15-Oct-23	Branch	
The Profession Tax Act	Gujarat	Remittance - Employee	Monthly	Sep-23	15-Oct-23	Branch	
The Profession Tax Act	Madhya Pradesh	Return - Employee	Quarterly	Jul-23 To Sep-23	15-Oct-23	Branch	
The Profession Tax Act	Jharkhand	Remittance - Employee	Quarterly	Jul-23 To Sep-23	15-Oct-23	Branch	
The Profession Tax Act	Jharkhand	Return - Employee	Quarterly	Jul-23 To Sep-23	15-Oct-23	Branch	
The Profession Tax Act	Jharkhand	Remittance - Employer	Quarterly	Jul-23 To Sep-23	15-Oct-23	Branch	

STATUTORY DUE DATES : OCTOBER-2023

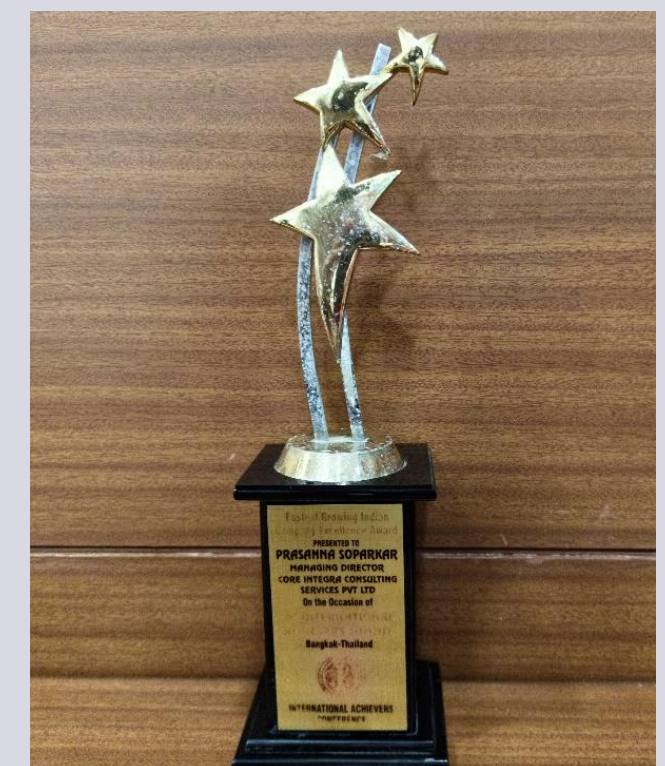
Name of Act	State	Remittance / Return	Frequency	Period	Due Date	Applicability	Remarks
Andhra Pradesh Labour Welfare Fund Act, 1987	Andhra Pradesh	Remittance - Unpaid	Quarterly	Jul-23 To Sep-23	15-Oct-23	Branch	Unpaid Accumulation - After 3 years from become payable
Chhattisgarh Shram Kalyan Nidhi Adhiniyam, 1982 (LWF)	Chhattisgarh	Remittance - Unpaid	Quarterly	Jul-23 To Sep-23	15-Oct-23	Branch	Unpaid Accumulation - After 3 years from become payable
Bombay Labour Welfare Fund Act, 1953 (Delhi)	Delhi	Remittance - Unpaid	Quarterly	Jul-23 To Sep-23	15-Oct-23	Branch	Unpaid Accumulation - After 3 years from become payable
Goa Labour Welfare Fund Act, 1986	Goa	Remittance - Unpaid	Quarterly	Jul-23 To Sep-23	15-Oct-23	Branch	Unpaid Accumulation - After 3 years from become payable
Gujarat Labour Welfare Fund Act, 1953	Gujarat	Remittance - Unpaid	Quarterly	Jul-23 To Sep-23	15-Oct-23	Branch	Unpaid Accumulation - After 1 years from become payable
Karnataka Labour Welfare Fund Act, 1965	Karnataka	Remittance - Unpaid	Quarterly	Jul-23 To Sep-23	15-Oct-23	Branch	Unpaid Accumulation - After 3 years from become payable
The Madhya Pradesh Shram Kalyan Nidhi Adhiniyam, 1982 (LWF)	Madhya Pradesh	Remittance - Unpaid	Quarterly	Jul-23 To Sep-23	15-Oct-23	Branch	Unpaid Accumulation - After 3 years from become payable
Maharashtra Labour Welfare Fund Act, 1953	Maharashtra	Remittance - Unpaid	Quarterly	Jul-23 To Sep-23	15-Oct-23	Branch	Unpaid Accumulation - After 3 years from become payable
Odisha Labour Welfare Fund Act, 1996	Odisha	Remittance - Unpaid	Quarterly	Jul-23 To Sep-23	15-Oct-23	Branch	Unpaid Accumulation - After 5 years from become payable
Tamil Nadu Labour Welfare Fund Act, 1972	Telangana	Remittance - Unpaid	Quarterly	Jul-23 To Sep-23	15-Oct-23	Branch	Unpaid Accumulation - After 3 years from become payable
Factories Act, 1948	West Bengal	Quarterly Return	Quarterly	Jul-23 To Sep-23	15-Oct-23	Branch	
West Bengal Labour Welfare Fund Act, 1974	West Bengal	Remittance - Unpaid	Quarterly	Jul-23 To Sep-23	15-Oct-23	Branch	Unpaid Accumulation - After 3 years from become payable
Tamil Nadu Labour Welfare Fund Act, 1972	Tamil Nadu	Remittance - Unpaid	Quarterly	Jul-23 To Sep-23	15-Oct-23	Branch	Unpaid Accumulation - After 3 years from become payable

STATUTORY DUE DATES : OCTOBER-2023

Name of Act	State	Remittance / Return	Frequency	Period	Due Date	Applicability	Remarks
The Profession Tax Act	Karnataka	Remittance - Employee	Monthly	Sep-23	20-Oct-23	Combined	
The Profession Tax Act	Karnataka	Return - Employee	Monthly	Sep-23	20-Oct-23	Combined	
The Profession Tax Act	West Bengal	Remittance - Employee	Monthly	Sep-23	21-Oct-23	Branch	
The Profession Tax Act	Maharashtra	Remittance - Employee	Monthly	Sep-23	30-Oct-23	Combined	
The Profession Tax Act	Maharashtra	Return - Employee	Monthly	Sep-23	30-Oct-23	Combined	
The Profession Tax Act	Manipur	Remittance - Employee	Monthly	Sep-23	30-Oct-23	Branch	
The Profession Tax Act	Mizoram	Remittance - Employee	Monthly	Sep-23	30-Oct-23	Branch	
The Profession Tax Act	Nagaland	Remittance - Employee	Monthly	Sep-23	30-Oct-23	Branch	
The Profession Tax Act	Odisha	Remittance - Employee	Monthly	Sep-23	30-Oct-23	Branch	
The Profession Tax Act	Odisha	Return - Employee	Monthly	Sep-23	30-Oct-23	Branch	
The Profession Tax Act	Punjab	Remittance - Employee	Monthly	Sep-23	30-Oct-23	Branch	
Bihar Shops and Establishments Act, 1953	Bihar	Quarterly Return	Quarterly	Jul-23 To Sep-23	30-Oct-23	Branch	Branch - Applicable on employing 10 or more
Contract Labour (Regulation and Abolition) Act,1970	Goa	Half Yearly Returns	Half Yearly	Apr-23 To Sep-23	30-Oct-23	Branch	Contractor - Against each license
Bihar Shops and Establishments Act, 1953	Jharkhand	Quarterly Return	Quarterly	Jul-23 To Sep-23	30-Oct-23	Branch	Branch - Applicable on employing 10 or more
The Profession Tax Act	Assam	Remittance - Employee	Monthly	Sep-23	31-Oct-23	Branch	
The Profession Tax Act	Assam	Return - Employee	Monthly	Sep-23	31-Oct-23	Branch	
The Profession Tax Act	Meghalaya	Remittance - Employee	Monthly	Sep-23	31-Oct-23	Branch	
The Profession Tax Act	Sikkim	Remittance - Employee	Monthly	Sep-23	31-Oct-23	Branch	
The Profession Tax Act	Sikkim	Return - Employee	Monthly	Sep-23	31-Oct-23	Branch	
The Profession Tax Act	Tripura	Remittance - Employee	Monthly	Sep-23	31-Oct-23	Branch	
The Jharkhand Tax On Profession, Trades, Callings And Employments Act, 2011	Jharkhand	Annual return	Annual	Apr-22 To Mar-23	31-Oct-23	Branch	As per login
Sikkim Tax On Professions, Trades, Callings And Employments, Act 2006	Sikkim	Quarterly Return	Quarterly	Jul-23 To Sep-23	31-Oct-23	Branch	



Awards & Certifications



Certification



Certin



ISO 9001:2015



Confederation of Indian Industry

CII Certified



ISO/IEC 27001:2013 Certified
for
Information Security
Management



ISO/IEC 27001:2022 Certified



Great Place to Work
Certified 2023 - 2024



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