



We bring more life to people



TalentPro's multi – pronged solution provides customized processes, adept workforce, data integrity, exceptional value and strict delivery schedule which free up business resources to be effectively utilized towards core areas.

- Total HR solutions – Payroll processing, Staffing solutions, Labor law compliance, Executive search and corporate training
- Customer centered growth, customized and flexible delivery models
- Trusted partner for transnational and MNC's in India
- World-class technology and infrastructure
- Pan India presence with skilled personnel



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Labor Law Compliance

India has a complex labor law system that challenges even the most meticulous of professionals. The need to be compliant stems from the highest level and even simple slip ups can cause sleepless nights for the compliance officers. It certainly helps organizations to outsource compliance for quality and protection.

As every business need adds a new dimension to the interpretation of laws, TalentPro offers the cost effective expertise, from highly qualified consultants who bring in over 20 years of experience in labor laws, law and HR. Whether it is 3rd party compliance, or large branch network audits we have a solution for your needs. We also back you on your process management, quality management, incident and problem management, policy and compliance management initiatives.

All these will be supported by reports that give you a quick overview of audits and metrics, month-on-month, dispelling notions. With our professionals by your side, you can rest easy on statutory compliance needs.

Our service offerings include:

- Registration under various labor laws
- Support and implementation of an effective compliance system
- Pan-India presence, legal expertise, solid rapport with authorities built over time
- Labor Law audit mapping your organization's risk profile vis-à-vis rules and legislations
- Preparation, processing, submission of PF liabilities and follow-up with PF department
- Liaison with Employees' State Insurance(ESI) Branch Offices and ESI Dispensaries
- Representation per relevant State Shops & Commercial Establishment Act
- Preparation, processing, submission for Professional Tax and Labor Welfare Fund
- Maintenance of registers per requirements of Contract Labor Act and Factories Act

Labor Law Compliance

Case Study

An associate deputed to a leading MNC had a critical congenital heart condition, which surfaced only during his tenure at their Hubli office. Compounding the physical condition were certain documentation errors committed by his previous employer that affected his claims.

When he became a TalentPro associate, our professionals helped him in documentation and co-coordinating with the department. TalentPro worked round the clock coordinating with department officials across, Hubli, Dharward, Belgaum and Bangalore. Despite local disturbances during the fag end of 2009 in Bangalore, that would have otherwise delayed response to associate, TalentPro's Compliance professionals made sure that all documentation pertaining to the employee was in order, in less than 4 days' time.

The employee, his family and all the officers at the client were thankful when ESI provided full cover towards cardiac surgery.

Result – TalentPro's professionalism appreciated.

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