



Circular regarding Strict verification and scrutiny of documents for Super Specialty Treatment (SST) cases in ESI



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.

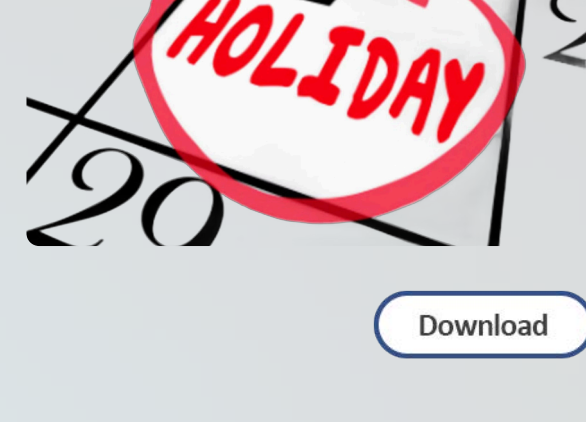
Vide File No. U-16012/392/2022-SST, dated 28.08.2024.

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Notification regarding Revision in Paid Holiday for all Shops and Establishments

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



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

Vide Letter No: A/1/2022-Estt.Sec-LAB_AN/874, dated 02.09.2024.

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Notification under Tripura Factories Rules, 2007

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 comprehensive list of documents required, procedure with stage wise details, cost and 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 information, kindly refer to Notification.



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

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Notification regarding special employment exchange for physically handicapped persons in West Bengal



In exercise of the power conferred by Section 36 of the Rights of Persons with Disabilities Act, 2016 (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 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 Bhavan. For further information, kindly refer to notification.

Vide Notification No: Labr/247/ Law dated 30.08.2024.

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

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 dues of workers in respect of payment of bonus, in view of ensuing Durga Puja, for the year 2024 in terms of the said Act, in the interest of maintenance of industrial peace and harmony. For further information, kindly refer to notification.



Vide Notification No: Labr./909/(LC-IR)/22013/56/2019, dated 05/09/2024.

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Notification of the Himachal Pradesh Factories Amendment Rules 2024



The Government of Himachal Pradesh, Section 112 read with section 115 of the Factories Act, 1948, (Act No: 63 of 1948), the Governor, pleased to make the following rules, further, to amend the Himachal Pradesh Factories Rules, 1950 notified vide Industries Department Notification No: D. 80-12/48-III, dated 06/05/1952. The rules are namely 1. Revised Licensing Fees, 2. Introduction of Rule 12-A, 3. Implications of the Amendments. For further information, kindly refer to notification.

Vide Notification No: Shram(A)3-4/2022 dated Shimla-171002, dated 30.08.2024.

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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.

Vide S. R. O. No. 829/2024, dated 13.09.2024.



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Notification for improvement of Ease of Doing Business in the State and Implementation of BRAP-2024 in Odisha



To improve the Ease of Doing Business in the State and for implementation of reforms 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 applications received and approved, as well as processing time (average, median, maximum, and minimum) and average fees charged. b) The dashboard at <https://pareshram-labour.odisha.gov.in/> / pareshram/public/details for Brap shall be updated. For further information, kindly refer to notification.

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

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Memo Note regarding Implementation of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 in Gurugram

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, 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.

Vide Memo No: 42, dated 03.09.2024.

Prevention of Sexual Harassment (POSH) at workplaces- Responsibilities of an Employer



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



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 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.

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

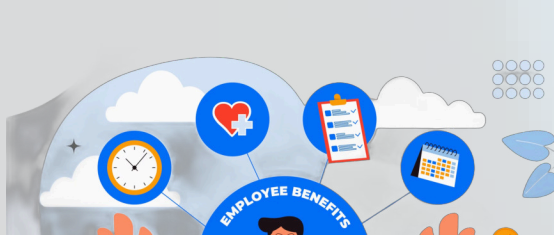
The Department of Empowerment of Persons with Disabilities, Goa, notified the Goa Rights of Persons with Disabilities (Second Amendment) Rules, 2024 further amend the Goa Rights of Persons with Disabilities Rules, 2018. In rule 3, in sub-rule (1), in clause (iv) and In rule 4, — (i) in sub-rule (3), for the expression "Directorate of Social Welfare", the expression "Department for Empowerment of Persons with Disabilities" shall be substituted. In rule 14, in clause (viii), for the words "Assistant Director of the Directorate of Social Welfare dealing with empowerment of persons with disabilities", the expression "Official not below the rank of Assistant Director, Department for Empowerment of Persons with Disabilities" shall be substituted. For further information, kindly refer to notification.

Vide Notification No: 1/15/2024-25-DEPwD/Admn/Rules/359.



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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 Employees' State Insurance (General) Regulations, 1950, the Director General has fixed the 1st August, 2024 as the date from, which the medical benefit as laid down in the said Regulation 95-A shall be extended to the families of insured persons in all the areas of 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.

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

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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 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.

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



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Aggregators to register platform workers on E Shram portal



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 further information, kindly refer to notification.

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

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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 information, kindly refer to notification.

Vide Notification No.MWA-1015/259/CR-97/Lab-7, dated 02.09.2024.



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Notification regarding minimum wages for SEEPZ (Electronics) and Gems and Jewellery Sectors (July 2024)



The Government of Maharashtra has issued Notification regarding revision of minimum wages for SEEPZ (Electronics) and Gems and Jewellery Sectors with effect from 01st July 2024. For further information, kindly refer to notification.

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

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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 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.



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The Kerala Minimum Wages CPI Notification (Jul 2024)



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. 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 2024 as ascertained by the Director General of Economics & Statistics under clause (C) of Section 2 of the Act. For further information, kindly refer to notification.

Vide Notification No: DES/1251/2024-P3(1), dated 12.09.2024

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The Uttarakhand Minimum Wages Notification (Jan 2024) (Engineering Industry)

The Government of Uttarakhand has issued notification regarding revision of minimum wages with effect from 01st August 2024(Engineering Industry). For further information, kindly refer to notification.

Vide Notification No: No.2665/4-01-07, dated 31.08.2024.



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The West Bengal Minimum Wages Notification (Jul 2024)



The Government of West Bengal has released minimum wages for various scheduled employment with effect from 01st July 2024. For further information, kindly refer to notification.

Vide Notification No: 20/Stat/14/RW/24/2023/LCS/JLC, dated 16.07.2024.

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STATE	CLASS	ZONE I	ZONE II	With Effect From
West Bengal	Highly Skilled	13252	12572	01-Jul-24
	Skilled	12048	11427	01-Jul-24
	Semi - Skilled	10952	10387	01-Jul-24
	Un-skilled	9956	9445	01-Jul-24

The Puducherry Minimum Wages Notification (Basic Revision)

The Government of Puducherry is pleased to revise the minimum rates of wages payable in respect of the employees employed in Shops Establishments in the Union Territory of Puducherry as specified in the mentioned schedule in the attached GO. For further information, kindly refer to notification.

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



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STATE	CLASS	ZONE I	ZONE II	With Effect From
Puducherry	Highly Skilled	11695		02-Sep-24
	Skilled	11283		02-Sep-24
	Semi-Skilled	11192		02-Sep-24
	Unskilled	11131		02-Sep-24



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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CONTACT US

TalentPro India HR Private Limited

Chennai (Corporate Office) No: 64 (Old No: 30), III Floor, Ethiraj Salai, Egmore, Chennai, 600008.

Mobile:+91 8891091451/8147419385/7358105178

Tel:+91 4442123497 Toll free: 18001035642

Email:south.sales@talentproindia.com