

1. The New Tax Regime of Finance Act 2020, has come into force, effective April 2020 **LATEST UPDATES**
2. EPFO has notified that in case of any dispute in the Date of birth, following documents are acceptable as a valid proof, (a) Birth Certificate, (b) School Certificate, (c) Certificates in Governments Service Records, (d) Passport, (e) Medical certificate issued by Certifying Surgeon (f) any other reliable document from Government or (g) AADHAR – upto maximum of 3 years, plus or minus years of DoB in EPFO records. Correction, henceforth be in ONLINE and can be done only once.
3. Revised Minimum Wages came into effect, in the States of Tamilnadu, Karnataka, Madhyapradesh, Chattisgarh and Bihar
4. EPFO has draft notified the scheme details, eligibility and process to avail 3 months waiver in payment of 24% PF for the months of March, April and May 2020, as announced by Government of India.
5. EPFO has inserted new clause and commenced process for Members to withdraw their PF accumulation as Advance claim towards Covid Endemic

Process	Sexual Harassment	Domestic enquiry
Prima Facie for conduct of enquiry	Written complaint from the Complainant (Aggrieved woman) to ICC (within 3 months of date of the incident)	A complaint from TL / Supervisor, though there is no pre-condition, a formal communication is required with details for issue of show cause/ charge sheet
Charge sheet / Show cause	Only a copy of complaint is handed over to the accused employee (within 7 working days). Accused to reply within 10 days of receipt.	A Charge-sheet is issued to the employee by the Disciplinary Authority (DA)
Conduct of enquiry by	By the ICC Committee with external committee member (to complete within 90 days)	DA to appoint, Internal Enquiry officer or external independent Enquiry Officer (EO)
Conciliation	Immediately available. A conciliation made available (1) to arrive at a settlement without any monetary consideration or (2) it may fail	No conciliation machinery available.
Inquest	Statements recorded & Cross examination allowed to Complainant and Accused	Statement recorded and Employee has liberty to cross-examine witnesses if any
Onus of proving	Aggrieved woman to prove the charges	Management must prove the charges
Outcome of enquiry	ICC shall give their recommendation to the Management (within 10 days of completion)	EO can only probe into charges on the basis of material/witness and submit an enquiry report to DA.
2 nd Show cause post enquiry	No such process. ICC can only invite comments upon recommendations, from both parties	If the employee is proved guilty, to serve 2 nd show cause asking why punitive action cannot be taken.
Punishment in case of guilty	Management to take decision on recommendations (within 60 days of receipt)	Disciplinary Authority to consider representation with the proposed punishment before acting.

1. Nemo Debet Essc Judex in Propria Causa

The Principle is more popularly known as the Doctrine of Bias. That the authority sitting in Judgment should be impartial and act without bias. To instill confidence in the system. Types of Bias :

- (1) Pecuniary Bias
- (2) Personal Bias
- (3) Official Bias

2. Audi Alterem Partem

It is necessary for providing a fair hearing.

“He who shall decide anything without the other side having been hear, although he may have said what is right, will not have been what is right” or in other words “Justice should not only be done but should manifestly be

3. Issuance of Speaking Orders or Reasoned Decision

It is now universally recognized that giving reasons for a certain decision is one of the fundamentals of good administration and safeguard against arbitrariness

PRINCIPLES OF NATURAL JUSTICE

Downsizing!!!

RE-SIZING!!

Closure of Projects!!

Cash Flow crisis!!

Layoff OK???

Mounting Expenses & No Revenue

Pay-cuts for Government Employees, why not for others?

Is Termination OK??

Who is workman?



Is Manager a non-workman!!

Suggest not to Act against Advisory’s until LOCKDOWN, as Disaster Management Act has overriding effect