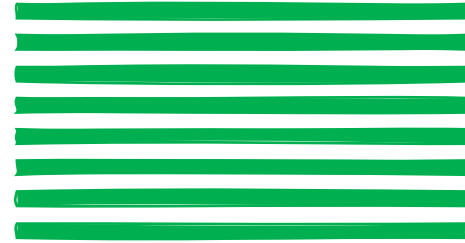


# THE INSIGHT

WEEKLY NEWSLETTER FROM  
HR VIDYALAYA CORPORATE SERVICES LLP

06 AUGUST 2023 | VOLUME - 180



## First Page

**Income Tax Assesseees – Beware of Fake messages received thru Text Message (SMS) to update your bank details/cvv/otp, etc. for refund of Income Tax.**

The PIB Factcheck has alerted the public for a fake message going rounds, which is asking the assessee to verify the bank account by clicking a link. Please do not click any such link.

### How to check the Status of Income Tax Refund?



**Login to your account in the Income Tax Portal**



**As usual, use your PAN, password and Captcha**



**Go to View Returns/ Forms**



**Under that drop down, click ‘Select an Option’**



**Then click on ‘Income Tax Returns**



**Just fill the assesment year 2023-24 and submit**



**No need to give any bank details**



**If you had already filed your IT returns**



**And verified the Return**



**You can see that verified returns acknowledgement number after you submit**



**Choose the acknowledgement number, amongst any other (if any)**



**After you click, you may able to see the Status**



**Do not answer any calls in the name of IT refund**



**Do not reply to any mails having some links for IT refund**



**Do not reply/click the link received by you through SMS/Whatsapp, for IT refund**

**If there is a refund due, it may reach out to your bank account automatically within, a maximum of 45 days.**

INCOME TAX

Refunds



## Har Ghar Tiranga” Campaign 2.0

Place order for National Flags to the Department of Posts  
by 7th August, 2023

For the coming Independence Day on 15th August, 2023, the Government of India has launched “Har Ghar Tiranga” Campaign 2.0 in which all Citizens are encouraged to participate in hoisting the National Flag in their homes.

In this campaign, Department of Posts is the agency for sale and distribution of quality National Flags to all members of public at very reasonable rate @ approx. Rs. 25/- per flag.

Department of Posts is requesting all Government/Private Institutions, Corporations, Local Bodies, etc. to communicate to them their requirement of National Flags for their offices & staff by **7th August, 2023** for enabling the Department for timely supply of National Flags.

# हर घर तिरंगा

आइये आज़ादी का अमृत महोत्सव मनाएं  
13 से 15 अगस्त हर घर तिरंगा फहरायें



Azadi Ka Amrit Mahotsav is an initiative of the Government of India to celebrate and commemorate 75 years of independence and the glorious history of its people, culture and achievements.

This Mahotsav is dedicated to the people of India who have not only been instrumental in bringing India thus far in its evolutionary journey but also hold within them the power and potential to enable Prime Minister Narendra Modi's vision of activating India 2.0, fuelled by the spirit of Aatmanirbhar Bharat.

The official journey of Azadi ka Amrit Mahotsav commenced on 12th March 2021 which started a 75-week countdown to our 75th anniversary of independence and will end post a year on 15th August 2023.

## Themes 2.0

Home > Themes 2.0

As we countdown to 15th August 2023, Azadi Ka Amrit Mahotsav aims to further boost this peoples' movement by focusing on critical areas of cultural and social development.

In view of this, new themes have been identified, aligned with the 'Panch Pran' announced by Hon'ble Prime Minister: Women and Children, Tribal Empowerment, Water, Cultural Pride, Lifestyle for Environment (LIFE), Health and Wellness, Inclusive Development, Aatmanirbhar Bharat and Unity.

1

PRAN 1

Theme 2.0

Goal of Developed India

Women and Children  
Inclusive Development  
Health and Wellness  
Tribal Empowerment

2

PRAN 2

Remove Colonial Mindset

Aatmanirbhar Bharat

3

PRAN 3

Take Pride in Our Roots

Cultural Pride

4

PRAN 4

Unity

Unity in Diversity

5

PRAN 5

Sense of Duty in Citizens

Water  
Lifestyle for Environment (LIFE)

Visit: <https://amritmahotsav.nic.in/index.htm>



Dear "The Insight" Readers,

We launched "AskSree" column to answer your questions regarding Work Life. Renowned Organizational Psychologist, **Gayathiri Sridharan** uses psychological research to answer your everyday dilemmas. She received her training from Loughborough University, UK, and a thorough HR professional with almost a decade of praxis in various realms of Strategic Human Resource Management. You may please send your queries to the email ID: [itsmegayathiri@gmail.com](mailto:itsmegayathiri@gmail.com)

Solutions will be published in "The Insight."

### Quest & Solution

**Dear Sree,**

**With the ever changing market scenario as AI and ML taking over the business, are there any skills or talent I can develop so that I will be always valued by the employer? – Shruti**

Dear Shruti,

Based on the career assessment data of thousands of executives, the researchers have found that **four qualities** are considered to be the hallmarks of a potential candidate:

**Curiosity:** Develop the art of being curious for new experiences. For example, be open to learn about a new technology from your R&D team, take lunch with a finance guy to understand what challenges he faces in his job. Be ready to get out of your way to meet customers, clients and workers at all levels and to listen to the voices that are usually unheard.

**Insight:** Hone the ability to gather information to suggest new possibilities. For e.g., if your department is suggesting for implementing a new process, bring in new ideas to the table by researching and connecting with others in the respective field.

**Engagement:** Develop the skill of using emotion and logic to communicate a persuasive vision and connect with people. As we grow up in the ladder, we will be dealing with people from diverse groups and it is essential to connect with them to succeed.

**Determination:** Equip yourself to stay determined in your goals even when there are infinite roadblocks. Mountains of research has shown that Meditation and Exercise are proven methods to develop our resilience.

**Reference/s:**

<https://hbr.org/2014/06/21st-century-talent-spotting>

## The Payment of Gratuity Act, 1972 and State Specific Rules

**What the Labour Authority or External Assessment team will look for**

**Compliance under The Payment of Gratuity Act, 1972?**

**(Section wise compliance list)**

<b>Section 4(1)</b>	<p><b>Payment of Gratuity on rendering a “Continuous Service” of 5 years (or 4 years 240 days in select States), upon any of the following Separation</b></p> <ol style="list-style-type: none"><li><b>1. Superannuation</b></li><li><b>2. Resignation</b></li></ol> <p><b>For (a) Unfortunate Demise of the employee or</b></p> <p><b>(b) Permanent Disablement (such disablement incapacitates the employee in performing the work he/she was capable of performing before such disablement) the Gratuity is payable even if the continuous services is less than the period mentioned above.</b></p>
<b>Section 4(2)</b>	<p>For every completed year of service or part thereof in excess of six months, the <b>employer shall pay gratuity to an employee at the rate of fifteen days' wages based on the rate of wages last drawn by the employee concerned</b></p>
<b>Section 4 a</b>	<p><b>Where ever the Appropriate Government has notified, the Employer has to obtain an Insurance, as prescribed</b></p>
<b>Section 6(7)</b>	<p><b>Safe custody of Nomination Forms</b></p>
<b>Section 7</b>	<ul style="list-style-type: none"><li><b>Determine the gratuity and send notice to the eligible employee and the Authority</b></li><li><b>Pay Simple Interest for delayed Gratuity Payment (i.e. after 30 days of such separation)</b></li></ul> <p><b>To deposit such amount of gratuity with Authority, in case of disputes</b></p>
<b>Others</b>	<ul style="list-style-type: none"><li><b>Form A – Submission &amp; Display of Notice of Opening</b></li><li><b>Form B – Submission &amp; Display of Changes (if any)</b></li><li><b>Display of Notice, Abstract of Act and Rules</b></li></ul>

# When an Employee can be dismissed?

## With Appropriate Reasons and after Domestic Inquiry

(reasons mentioned by the Hon'ble Bombay High Court in Sharda Prasad Onkarprasad Tiwari v. Central Rly)

- HR-V Where an act or conduct of the servant is prejudicial or likely to be prejudicial to the interests of the master or to the reputation of the master;
- HR-V Where the act or conduct of the servant is inconsistent or incompatible with the due or peaceful discharge of his duty to his master;
- HR-V Where the act or conduct of a servant makes it unsafe for the employer to retain him in service;
- HR-V Where the act or conduct of the servant is so grossly immoral that all reasonable men will say that the employee cannot be trusted;
- HR-V Where the act or conduct of the employee is such that the master cannot rely on the faithfulness of his employee;
- HR-V Where the act or conduct of the employee is such as to open before him temptations for not discharging his duties properly;
- HR-V Where the servant is abusive, or he disturbs the peace at the place of his employment;
- HR-V Where the servant is insulting and insubordination to such a degree as to be incompatible with the continuance of the relation of master and servant;
- HR-V Where the servant is habitually neglect in respect of the duties for which he is engaged; and
- HR-V Where the neglect of the servant though isolated, tends to cause serious consequences