

HRV POST

Assortment of People Related Info, having impact on you & your Organization.
HR Vidyalaya Corporate Services LLP

Weekly Newsletter

Volume – 185 | 10 September 2023



Top Post



History has been created with the adoption of the New Delhi Leaders' Declaration. United in consensus and spirit, we pledge to work collaboratively for a better, more prosperous, and harmonious future. My gratitude to all fellow G20 members for their support and cooperation. - Our Hon'ble Prime Minister Shri. Narendra Modi



Image courtesy: @g20org (X)

Value Payable Post: ASKSREE

By Gayathiri Sridharan



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. Solutions will be published in “HRV POST.”

Quest & Solution

Dear Sree,

I am giving an interview next week . I want to know how to answer "what are your greatest strengths" question as most interviewers start their interview with this question. - Mekala

Dear Mekala,

Here is the simple but effective way to tell about your strengths . Use "S-R-I" Rule to tackle this popular interview question in a way that leaves original, authentic and positive impression.

1. **The First Rule is S : Pick up the 'Strength' that is matching in the job description. Look for the attributes listed under the “preferred qualifications or skills” section of the job description.**
2. **The Second Rule is R : Provide a 'Real-Life' example of using the strength.**
3. **The Final Rule is I : Explain the 'Impact' you created by using that strength.**

Here is an example of using the "S-R-I" rule for explaining your "communication skills"

“I really like explaining my ideas in public and often use my speaking experience to support team projects.....For example, last week, I presented our new customer-service portal to a prospective client, and they signed up immediately.”

So, Mekala, prepare by picking two strengths of yours, even though you’ll probably only use one.

Ref: <https://hbr.org/2023/05/how-to-answer-what-are-your-strengths-and-weaknesses>

Handling Interview Question

What is your Strength?

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Post Card - NEWS and Analysis

EPF Circular – SOP for Closure of Establishments

News – 1

- ♪ Provident Fund – EPFO circular dated 04 September 2023
- ♪ SOP for Regional Offices to Act on request by Establishments for Closure

Analysis



1. Employers should mandatorily put Exit date for All employees in the Unified Portal
2. Before such exit date, ensure the PF remittances are made or NCP days are mentioned in the ECR.
3. Make yourself ready if there is a Physical inspection by the PF Authorities (in select cases)

EPF Circular – SOP for Closure of Establishments

News – 2

- ♪ Provident Fund – EPFO circular dated 04 September 2023
- ♪ Industrial Accidents – occurred involving Establishments / Employees

Analysis



1. Keep yourself ready for Immediate Inspection from the Regional Provident Fund Authorities.
2. RPFC's, post inspection may issue you a compliance direction.
3. Expedient Actions are required from the Employers in such cases

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ESIC Circular – from a RO

News – 3

Registration of New Employee in ESIC

Seeding of AADHAR number in IP details

Analysis



1. Provision to seed Aadhar details are deployed in online application (while applying for IP number)
2. Currently it is voluntary
3. In case of seeding Aadhar will make easy for ESIC to identify and validate the beneficiary in case of delivery of services
4. Duplication of registration, is restricted
5. ABHA records are automatically updated, and institutions can make evidence based decisions (medically)

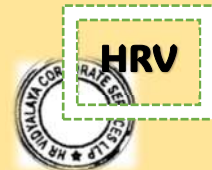
Reply from RPFC on Higher Pension

News – 4

Reply on Higher Pension Arrears and Interest for such Arrears

Bengaluru RPFC

Analysis



- Arrear Higher Pension will be paid to the eligible Pensioners from the date of Eligibility
- As per the Current Provisions of the Scheme, there is no clause for considering interest on Higher Pension Arrears

HRV Speed

Query: Half yearly for Payment of Profession Tax in the State of Tamilnadu is April to September (1st Half) and October to next year March (2nd Half).

In such case how can we determine wages for September (current and new joinees) before September 15 and even before Payment of Wages for the month of September, how can we pay Profession Tax by or before September 15th?

Answer: The due date fixed for the 1st Half year is 15th September 2023. Employers need to assume earned wages in the August month itself and consider deduction for the half year and make PT remittance by September 15.

For those who joined in the month of September, consider appropriate slab and deduct PT in the month of September and pay by or before 15th of September.

HRV Speed

Do you know?

A person can generate his/her own UAN number (under PF) even before he/she joins any establishment.

Whereas to get an IP number (under ESI), one has to join and it can be obtained (for new joinees) within 10 days only. (after 10 days the DoJ can't be same).

HRV Speed

Query: What are the Personal Characteristics of Effective Counselors?

Answer:

1. Have an identity
2. Respect & appreciate themselves
3. Able to recognize & accept own power
4. Open to change
5. Make choices which affect their lives
6. Feel alive & make life-oriented choices
7. Authentic, sincere & honest
8. Have a sense of humor
9. Make mistakes & admit them
10. Live in the present
11. Appreciate the influence of culture
12. Sincere interest in welfare of others
13. Involved in & derive meaning from work
14. Maintain healthy boundaries

Inland Letter (Non-Governmental Organization)

Applicable legislations for Non-Governmental Organizations (NGOs) / Non-Profit Organizations.

An NGO is a non-profit group that is not attached to any Government (Union or State or UT). They are independent and they are basically non-profit Organizations. It is a Private Organization.

Unlike other Organizations which will be registered with MCA, NGO as an Organization is to be registered with the respective Government as a Society or Trust or Association.

1. Once they are registered, they need to comply with the appropriate provisions of the respective legislation (State specific Societies Registration Act, Indian Trusts Act, etc.)
2. Upon such registration, they need to obtain PAN, TAN, and other exemptions like 12AA, 80G, FCRA etc. for operational purpose, with Income Tax department and Ministry of Home Affairs.

Applicability of other Labour Legislations to such Establishments

1. Shop and Establishment Act of the State/UT
 - a. Where one or more employee is engaged, they need to register the entity
2. Social Security
 - a. Provident Fund Act: where 20 or more persons are engaged
 - b. ESIC – after 10 or more employees are engaged
 - c. Gratuity – Where 10 or more employees are engaged
 - d. Maternity – Where 10 or more employees are engaged
 - e. Employee compensation – For Workers and Clerical employees where ESIC is not notified in that area of Operations
3. Payment of Bonus
 - a. Bonus – Not applicable where the establishment is Not for Profit Organization
4. Labour Welfare Fund
 - a. Act is there only in some States/UT's
 - b. And it is applicable to establishments only where 'X' number of employees are engaged, with respect to State/UT
5. Profession Tax and Income Tax – as per the earnings of the individual employee