

Happy LABOR DAY

01 MAY 2024

“May this Labor Day be a tribute to your unwavering commitment and tireless efforts. Your work enriches lives and propels our communities forward.”

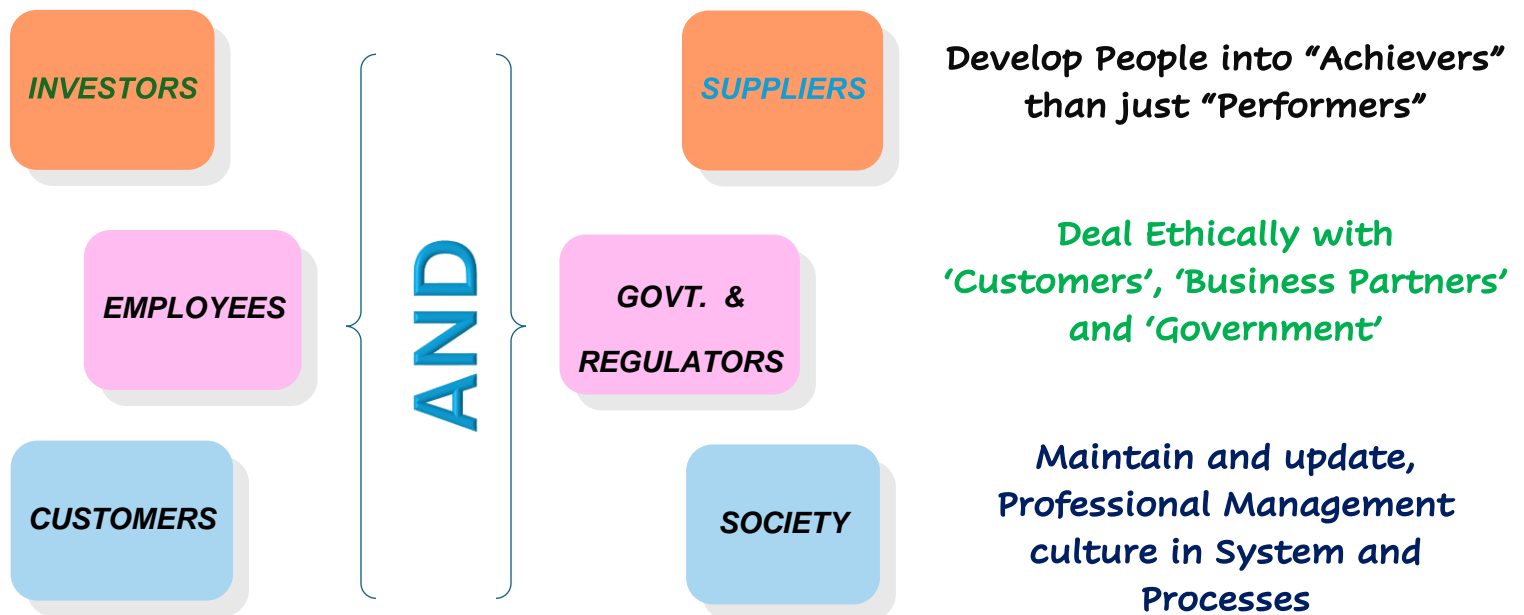


Courtesy: @reallygreatsite (Canva.com)

May Month Compliance

1. ESIC – Half yearly returns – May 12
2. Other regular monthly compliances under PF/ESI/PT

A Good Corporate Governance is nothing but...Enhanced Trust and Confidence of all Stakeholders



Is your company being a Public Place? Following legislation is statutorily mandatory....

Cigarettes and Other Tobacco Products (Prohibition of Advertisement and Regulation of Trade and Commerce, Production, Supply and Distribution) Act, 2003 and Prohibition of Smoking in Public Places Rules, 2008

Mandatory Conformations:

1. The owner, proprietor, manager, supervisor, or officer in charge of the affairs of the company (which falls within the definition of a public place) shall ensure that no person smokes in private offices/Workplaces.
2. Display of "NO SMOKING" Board
3. Display the Name of Person to whom a complaint can be made

ESI – Titbits

Whether consultants are employees? Consultants do not work in the premises of the establishment. Their work is carried out in their own places. They are engaged as consultants in the matter of carrying on the business of the respondent just as retaining tax consultants such engagement cannot create employer-employee relationship

Does conveyance allowance form part of wages within the ambit of Section 2(22) of the Act?

As per the Recent Hon'ble Supreme Court Order, Conveyance Allowance is exempted from Definition of Wages for computation of ESI Contribution

Does the Act apply to an apprentice? The definition of “employee” as amended by Act 29 of 1989 now includes “any person engaged as an apprentice not being an apprentice engaged under the Apprentices Act or under the Standing Orders of the establishment”. Thus, even after the amendment the ESI Act would not apply to a person engaged as an apprentice under the Apprentices Act of the Standing Orders

Is a Managing Partner of a partnership business or a Managing Director of a company an employee within the meaning of Section 2(9) of the Act? A Managing

Partner of a partnership business or a Managing Director of a company cannot be treated as an employee. The same person cannot occupy the position of both employer and employee

Who is an “exempted employee”? Exempted employee means an employee who is not liable to pay the employee’s contribution by reason of the fact that his average daily wages are below Rs. 176.00 but who at the same time is entitled to the benefits under the Act. {Section 2(10) & Regulation 52}

Does the Act apply to employees working in the Head Office or Branch Office of factories covered by the Act? The Act does apply to employees working in the Head Office or the Branch Offices of factories covered by the Act if such employees are doing work connected with the administration of factories

Is an employee, who was assaulted at the bus stop while he was waiting for the bus to his house, entitled to disablement benefit? It cannot be stated that the injury sustained by the employee due to assault of some person will come under the purview of employment injury as defined in Section 2(8) of the Act. Unless an employee can establish that the injury was caused or had its origin in the employment, he cannot succeed in a claim based on Section 2(8) read with Section 46(1)(c) of the Act

Is it permissible for any person to draw a benefit of the same kind under the ESI Act and also under any other Act?

When a person is entitled to any of the various benefits provided under the ESI Act, he will not be entitled to receive any similar benefit admissible under any other enactment. An insured person or his dependent is also not entitled to receive any compensation or damages under the Workmen’s Compensation Act in respect of any employment injury sustained by the insured person. {Sub-Section 53 & 61}

Workplace Coaching and Performance Management

Performance of an individual in a Workplace is not only the **COMPETENCE** to complete the Job...

It also includes the **BEHAVIOUR** of such individual in a manner which meets the **Managements Expectation**

Do you want to Better Manage People.....

It commences from the time the resource is recruited. He/She shall be developed from such stage, to the expectation of the **Management**

Performance improvement is part of Performance Management

It is to deal with the process of agreed changes to the way we do things is essential to give the system some rigor... also to ensure people are dealt with professionally in the process of **development**

Do you expect miracles (from the worker) by just changing the name of Supervisor... to Team Leader or Line Manager???

Their role shall be facilitators who can assist the work group through greater involvement and ownership

What is Right Recruitment in Performance Management?

Spend (quality) time with the Resource (even to Freshers / Interns) by setting Tasks to assess competence and seek responses for performance Expectations of the **Management**

Specific qualities required for Workplace Coach....

Communicator... who can deliver the message clearly and be an Active Listener... and behaves in a manner which is consistent with message that is being delivered...

Qualities of Coach

Reinforce

Define expectations

Plan how to improve

Implement plan

Involve

Recognize Member

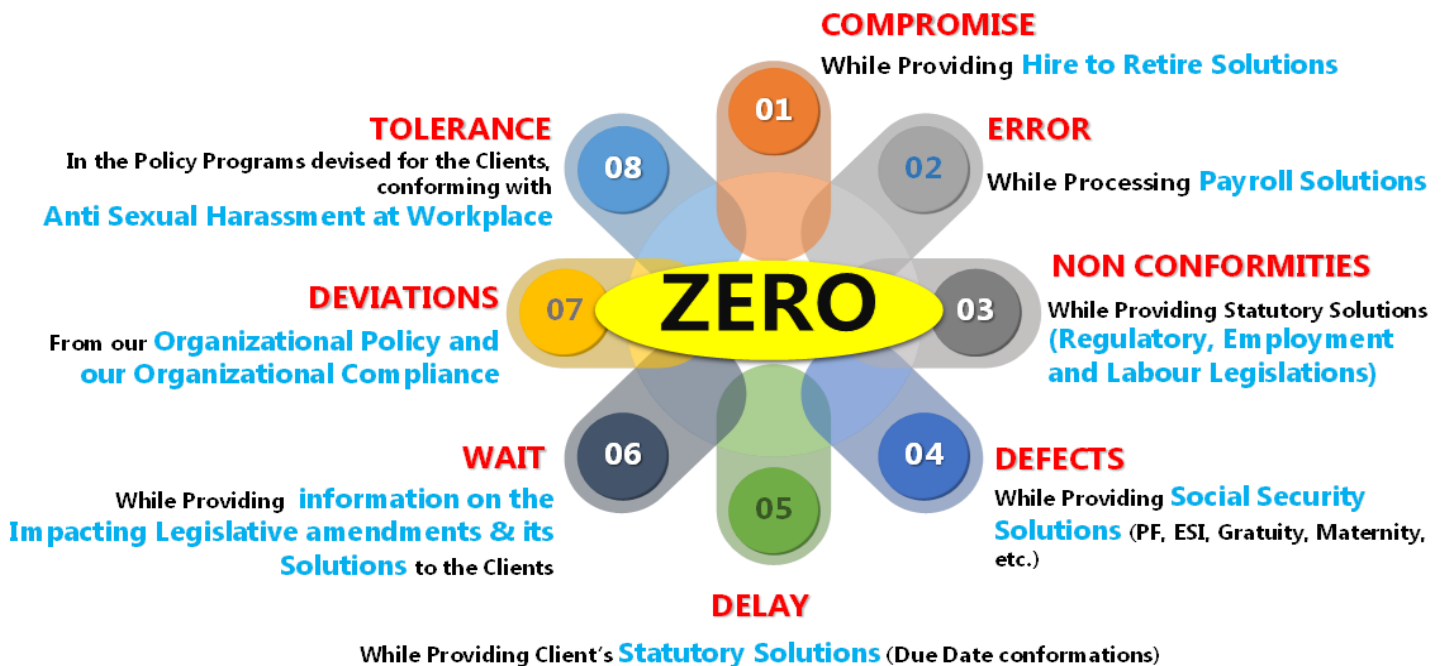
Definition of Psychological Harassment @ workplace

Psychological Harassment	Not a Psychological Harassment
<p>Boss shouts at Nandini (in front of others and Customers) for the way she is handling the Customers. Boss tells her that, though she could have forgotten what was told in the Training, she can learn from the Colleagues working with her, in the department.</p>	<p>Boss calls Nandini to his cabin and shout/speak, at/to her, for the way she is handling the Customers. He tells her, the way she handles Customers, invite no business. Boss reminds her, the training given during Orientation, which is highly helpful to perform or learn from colleagues.</p>
<p>Ashok, TL, performing from a common workplace will have a conference call with his reporting members working across other branch locations. Many a times, he was upset with the performance of his team and shouts during the conference call. Ashok's Reporting Manager, once walked out of his cabin and interrupted such con-call and reprimanded Ashok for his behavior, which disturbs other colleagues around.</p>	<p>During regular conference calls, Ashok use to talk loudly. Being seated in the common work area, it sometimes disturbs his colleagues. Knowing this, his Reporting Manager calls him for a Coffee and tells him, though it is his habit of talking loudly, he needs to try and reduce it, as it disturbs the work of others seated next to him. Ashok was asked to correct himself, before it becomes a nuisance to others.</p>
<p>Peter is a load man who uses to transport bundles of finished products from the workplace to store. He carries the load and put it in the trolley, moves and again unload it in the storeroom. Due to this strenuous work, he whistles during his work (to forget the pain of labor). As this becomes a regular routine, his Supervisor issues him with a show cause notice for his misbehavior.</p>	<p>Peter's Supervisor knows the situation of such the strenuous work & non-availability of a resource to help him. One fine day, his Supervisor, volunteered himself in assisting Peter through the activity. During such time he advised that, colleagues of him may not like this habit (whistling) all the times and as many women employees are also engaged nearby, who crosses the area, may feel very bad. Hence the habit shall be discontinued forthwith.</p>

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