

HRV POST

WEEKLY NEWSLETTER



Photo courtesy: Canva

One day you will tell your story of how you've overcome what you are going through now, and it will become part of someone else's survival guide.

What is Success?

FIVE MAIN BENEFITS

Unified Pension Scheme (01-Apr-2025)



Employee Pension Scheme (EPS)	For Private Sector Employees (through EPF Act)
Old Pension Scheme (OPS)	For Government employees – Government pays the entire pension amount to government employees after retirement. No amount is deducted from employees’ salaries when they are in service (discontinued in 2004 but few State Governments brought it back)
New Pension Scheme (NPS)	NPS is an alternative to the OPS scheme, which is voluntary
Unified Pension Scheme (UPS) <ul style="list-style-type: none"> From 01-04-2025 for Government employees...voluntary.. 	<ul style="list-style-type: none"> Assured Pension: employees would get an assured pension of 50 per cent of the average basic pay drawn over the last 12 months prior to superannuation for a minimum qualifying service of 25 years. And if the the concerned employee has served less than 25 years, but more has completed 10 years, then the pension would be proportionately derived. The new scheme also assures a minimum pension of ₹10,000 per month on superannuation after minimum 10 years of service In case of demise of the retired employee, then his or her family would be able to avail an assured family pension of 60 per cent of the pension received by the employee immediately before his or her demise. All the above three will be indexed to inflation Subscribers will also get the lump sum payment at superannuation

New Rule in signing-in to Unified Employer Portal of PF and probable Resolutions

Challenge	Solution
<p><u>New Rule:</u></p> <ol style="list-style-type: none"> 1. An OTP will be sent to the Employer’s registered mobile number if you login the Unified employer portal after 17th August 2024 (each time, valid for 5 minutes only) 2. You need to change the password and for which another OTP will be sent 3. If you login with the new password, one more (3rd OTP) will be sent 4. Henceforth, everytime you login to the Unified employer portal, employer’s registered mobile will get an OTP <p><u>Probable Challenges:</u></p> <ol style="list-style-type: none"> 1. Employer (Director/MD/CEO) usually give their mobile number – and disturbing them each time is biggest challenge, as they will be busy or travelling or not in India 2. Some companies would have engaged third party vendors to create the PF Code, who would have given their mobile number....you need to depend on them to login every time, henceforth. 3. Few companies have given the mobile number of the Payroll/HR/Statutory executors, who would have resigned 4. Few companies have requested for change in mobile number and uploaded a requested, which is still pending from EPFO.... Which needs to be withdrawn and then the new mobile number is to be added <p>For almost 1 week, nothing happened – UAN Generation, Exit inputs, Claims Approval, KYC approval, Payment of PF, IW return, etc. because there is a challenge (as mentioned above)</p> <p>How to get this corrected? How long does it take?</p>	<p>Probable Solutions to:</p> <p><u>Solution to Challenge 1:</u> Employer can have a specific mobile number (in his/her name) for this purpose and leave the same with the person who is managing the PF portal.</p> <p><u>How to do?:</u> Go to unified portal and change the number under Establishments / CONTACTS</p> <p><u>Solution to Challenge 2 & 3:</u> Here you have to change the contact details in the Form 5A...meaning you are replacing the mobile number of third party vendor.</p> <p><u>How to do?:</u></p> <ol style="list-style-type: none"> a) Go to Unified portal (with initial process of entering 03 OTPs) b) Go to Establishment and choose Form 5A c) Update the mobile number which you wanted to get OTPs. d) Submit e) Take a print-out of the Form-5A, and with a covering letter, visit the Regional PF Office and get it updated to use. <p><u>Solution to Challenge 4:</u> Previous request made was not attended to. Hence you have to withdraw the same.</p> <p><u>How to do?:</u></p> <ol style="list-style-type: none"> a) While login to the unified portal, you will find, “FORGOT PASSWORD” b) Click and you will be directed to separate window, where you can find the following: #Generate request letter in case of loss of registered mobile number c) Click the same to generate the old request letter, take a print out d) Prepare a covering letter to withdraw the one which was already requested e) Submit it to RPFC and follow the next processes as described by them.

PF**e-Nomination****Snippets**

Aadhaar
verification of
the member is
a pre-condition

Female member
may add
Husband's
dependent Father /
Mother

Spouse / Son / Daughters

Mandatory to add even if member
does not want to make spouse
nominee for PF

Member who is not married & is
not having any family member may
nominate any other person
irrespective of relation for PF

Update the nomination as and
when there is a change in family
due to new childbirth, or death of a
nominated person in family

What is the EDLI benefit payable?**If the unfortunate demise of the member is < 12 months**

- Average PF Balance in preceding 12 months.
 - Up to Rs. 50000.....: Rs 50000
 - Above Rs 50000.....: Rs. 50000 plus 40% of amount above Rs. 50,000.00
 - Maximum Rs. 100000 Add bonus 20%, Thus, maximum Rs. 1,20,000.00

If the unfortunate demise of the member is > 12 months, continuous in one or more establishment

- Average PF Balance in preceding 12 months.
 - Up to Rs. 50000.....: Rs 50000
 - Above Rs 50000.....: Rs. 50000 plus 40% of amount above Rs. 50000
 - Maximum Rs. 100000 Add bonus 20%, Thus, maximum Rs. 120000

Part - A

Part - B

- 50% of Average monthly balance of last 12 months, max Rs. 175000 ..Plus
- Average of last 12 months wages (max Rs. 15000) multiplied by 35

Total Benefit payable is:

1. Maximum of Part-A & Part-B (not exceeding Rs.7,00,000.00)
2. Minimum of Part-A & Part-B will be Rs.2.50.000.00

Hence the benefit is:

1. If the term is less than 12 months, the minimum is Rs.50,000 and Maximum is Rs.1,20,000.00
2. If the term is equal to 12 months or more, the minimum is Rs.2,50,000 and Maximum is Rs.7,00,000.00

Arrear Wages paid and impact on Social security contributions

Arrear in Wages – Effect in ESIC	Arrear in Wages – Effect in PF
<p>Retrospective Month</p> <ol style="list-style-type: none"> No contribution is required to be paid for such enhanced wages, if the arrear is for the period prior to the month of declaration / announcement/ agreement with Employees or Trade union/s But if the wages are enhanced from a retrospective date for any other reason the contribution is payable for the respective months (arrear months) In case there are some wages were left due to error in computation or miss-out of contribution for particular month, then the arrear is to be paid in separate challan for the particular month. Due to enhancement if the IP comes out of coverage due such arrears are announced, IP shall make the contribution till the end of the contribution period for the enhanced wages <p>Any delayed remittance will attract penalty & Damages</p>	<p>Retrospective month</p> <ol style="list-style-type: none"> If the wages are enhanced effective retrospective month due to declaration / announcement/ agreement with Employees or Trade union/s but the arrear is paid in the current month, then the contribution is paid in the current month challan But if the arrear wages is for retrospective period for any other reason, contribution is payable for respective month/s Also if there is an arrear due to the following, then contribution for such wages shall be paid separately in the respective month (with separate challan) <ul style="list-style-type: none"> Arrears for those who joined after close of attendance/payroll processing of previous months Leave applied & approved only in the following month/s – such leave wages for past month/s are paid in current month <p>The above remittances (2 and 3) are delayed and attract Penalty & damages.</p>

If Public are allowed / have access to your establishment premises – following Act is also applicable

Cigarettes and Other Tobacco Products (Prohibition of Advertisement and Regulation of Trade & Commerce, Production, Supply and Distribution) Act, 2003

You need to comply with display of a Board (with white background and a size of 60 cm x 30 cm) which shall be in English & Vernacular language containing the warning

“NO SMOKING AREA – SMOKING HERE IS AN OFFENCE”