

HRV POST

WEEKLY NEWSLETTER

UPDATE - 1

Government of Kerala had amended schedule of the factories act, effective, 28th September 2024.

Manufacturing processes which are hazardous in nature and non – hazardous in nature are to be covered under section 85 of the Act.

Any place or premises where 3 or more are working with the aid of power (or) 5 more is working without power, are required to obtain license under the factories act, 1948.

Explanatory Note

(This does not form part of the notification, but is intended to indicate its general purport.)

By virtue of section 85 of the Factories Act, 1948 (Central Act 63 of 1948) the State Government is empowered to notify any place/ premises wherein a manufacturing process is carried on with or without the aid of power and bring it under the purview of the said Act. Accordingly, Government had notified 61 hazardous manufacturing processes in Schedule Part-I and 50 nonhazardous manufacturing processes in Schedule, Part-II under section 85 of the said Act as per notification issued under G.O (Rt) No.1366/2019/LBD dated 6th November, 2019 and published as S.R.O No.885/2019 in the Kerala Gazette Extraordinary No.2802 dated 16th November, 2019.

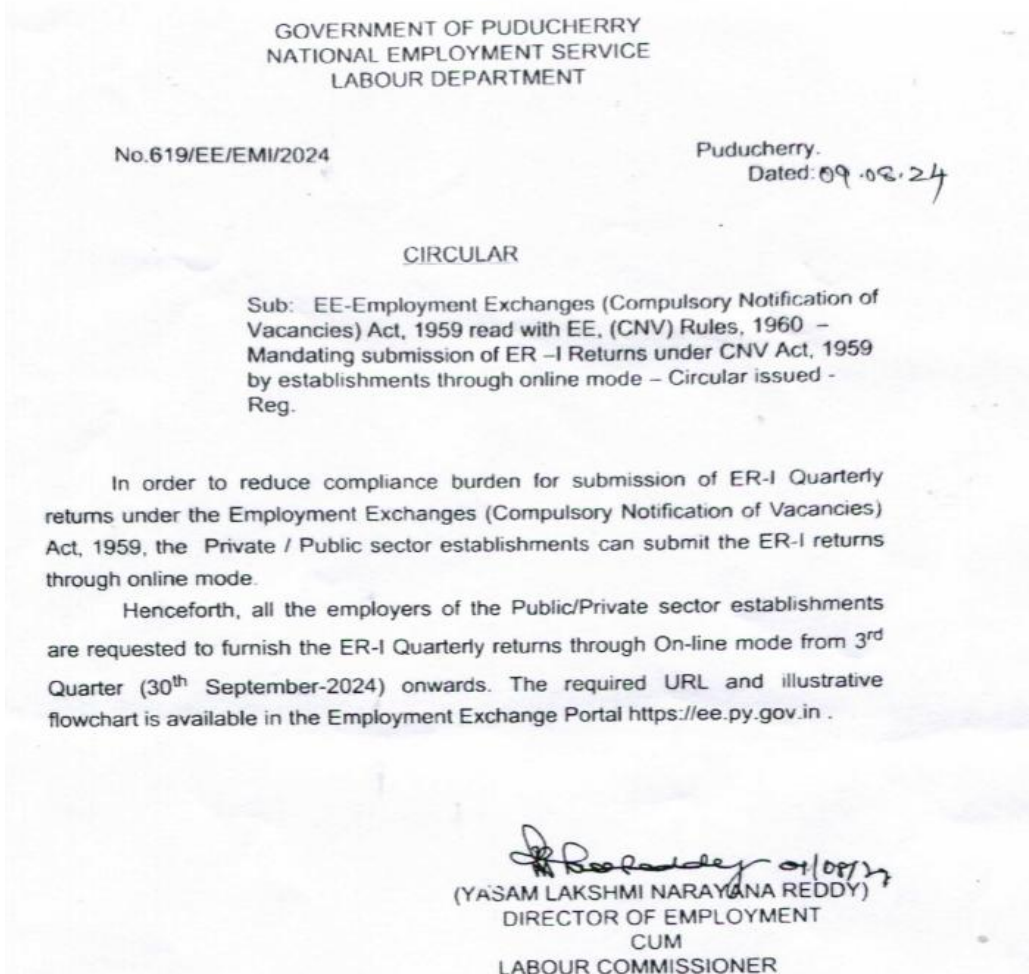
The Factories Act, 1948 ensures Safety, Welfare and Health of all the workers employed in the factory irrespective of the number of workers employed therein.

Now, it has come to the notice of Government that so many new types of industries are coming up in small scale sector which are not covered by the existing notification. It is considered necessary that these new industries should also be brought under the purview of the said Act.

The notification is intended to achieve the above object.

Inside this issue: (1) Kerala Factory Amendment , (2) Puducherry Employment Exchange circular
Few write-ups and 2025 Holiday Lists of - Rajasthan, Bihar, Kerala

UPDATE - 2



An Organization can achieve 3 outcomes, viz. 1. Productivity, 2. Timeline & 3. Quality, only if focus is on one single Parameter-Employee Engagement, which is paramount Workplace Strategy.

What is expected from an Employee to achieve the above three is - Better performance. Such performance can be expected where an employee has workplace atmosphere with,

Better work satisfaction | Caring & Committed Management | Health & Safety | Sustainable Engagement

Traditionally an employee is emotionally connected to Work / Organization. Whereas in the current days it is Sustainable Engagement, which basically consists of:

- Continuous skill enhancement programs | Flexible work performing atmosphere
- A Caring Culture which does not permeates the individual interests of the employee

As an Employer are you looking for a 'Plug and Play' employee who can give his/her best to "go above and beyond the expectation"..... try Sustainable Engagement of Employees...

Are you planning to Acquire Fresh Talents?

The Best Industry Practice is:

Industry Practice

- ▶ **More than Academics, Freshers are engaged, those having Employability Skills and Soft Skills with respect to the Job, to which they are going to Perform**
- ▶ **Freshers are acquired after having understood the Future Roles and Skills required to achieve the Organizational Goal**
- ▶ **Attitude to Grow with the Organization is foremost Metric, which was evaluated, before Freshers are engaged**
- ▶ **Their Potential, Ideas, Adaptability to Diverse culture are key parameters for their engagement.**

Area of Improvement to be considered by the Employers while doing such Talent acquisition

- ▶ **Talent team should not consider the Fresh Talents only to fill the Junior Positions or engage them as Learners**
- ▶ **Have it in mind that, they are potential Leaders and Experts to replace the current such employees**
- ▶ **Freshers are considered only on their Academic credentials (and worst part is “year of passing”).**
- ▶ **Deliverables of Produce or Service does not depend on such variables**

Talent Search in Industries always prefer the Academic pass-outs (freshers) for many advantages for the employer.....

- ▶ **Can be Trained to the need of the Employer**
- ▶ **Such Freshers will adhere to the Supervisory culture**
- ▶ **Acceptance of new skills by the Freshers will be high compared to the experienced**
- ▶ **Compensation will be comparatively non-expensive for the Employer**

Do's and Don'ts of HR Newsletter in any Establishment

- ⇒ HR Head of any establishments shall initiate preparation and circulation of periodical HR Newsletters in an establishment.
- ⇒ If an establishment has a common Newsletter, an HR page shall be included
- ⇒ The periodicity can be weekly or fortnightly or monthly.
- ⇒ The objective of an HR Newsletter shall be to spread the HR policy, concepts, particularly.
- ⇒ It also can be a tool for Employee Engagement
- ⇒ Rewards and Recognition can also be considered for those individual employees, who gives his/her thoughts / suggestions on improvement in Productivity or Quality concepts in the Workplace.
- ⇒ Larger organizations can carry specific case studies which can enhance the skills and competencies of the employees.

As the copies are being circulated to all, including top management team and the worker groups, effort shall be taken to restrict few news items in the Newsletter:

- ⇒ Matters or happenings which has sensitive or confidential IR issues be neither published nor even referred
- ⇒ The Newsletter is to enhance the morale of any worker as an individual or a Team to be more productive and qualitative. Hence no negative information or critical news of any worker or Team shall be carried out in the Newsletter
- ⇒ Let the Newsletter be simple in communication and with apt & appropriate data.
- ⇒ If there is no relevance to the Process or Work atmosphere, no reference shall be made to any news items of any other organization
- ⇒ A news item to be published shall be proof-read and verified with authenticity, before being circulated