

NEW LABOUR CODES CONSULTING CATALOGUE



HR CONSULTING

2 Weeks

Study of current HR policies and recommend changes as per the New Labour Codes pertaining to:

- Compensation and Benefits
- Working Hours
- Employment Conditions
- Social Security
- Women Benefits and Empowerment
- Safe Working Conditions
- Child and Forced Labour
- Trade Unions and Dispute Resolution



FINANCE CONSULTING

2 Weeks

Financial analysis on probable impact of the new codes on the following aspects:

- Provident Fund Contribution Change
- ESIC Contribution Change
- Eligibility for Bonus and the Calculations for Payment of Bonus
- Eligibility for Gratuity and the Calculations for Payment of Gratuity
- Full and Final Settlement Timeline, as per New Labour Codes
- Financial Modeling Tool to Experiment New Wage Structures and Their Financial Impact



IT CONSULTING

2 Weeks

- Study of Current Hr Systems and Propose Changes in the Application to the HR-IT Team
- Work with the IT Team to Implement the Changes and Test for Correctness



COMPLIANCE CONSULTING

2 Weeks

- Test Current Compliance Tool to Cater to the New Labour Codes
- Advise on New Formats of Display to Be Displayed on the Notice Board
- Additional Registration Requirements If Any under the New Codes
- Advise on Changes in License Application and Renewal Procedures
- Advise on the New Registers & Returns to Be Maintained as Against the Current Formats
- Advise on New Rules to Be Incorporated and Followed as per New Codes
- Changes to Remittance to Respective Authorities under Current Acts
- Change in Applicability of New Codes to the Company Industry Type and Headcount
- Advise on Adoption of Model Standing Orders If Applicable

OUR TEAM



CS Madhu Damodaran

Group Head - Legal
(Quess)

Co-founder & Director
(Simpliance)



Praveen K

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Simple, Beautiful, Effective Compliance

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