

Regulatory ALERT

16 Feb 2018

Regulatory ALERT



TeamLease is uniquely positioned to address the requirements in the domain of regulatory and labour law compliances. At TeamLease, our key focus is to translate the knowledge on upcoming developments in the area of Labour Law Compliances.

We thought one such way to solve that is through our, "Regulatory ALERT" system. This will provide information on recent regulatory changes happened in Labour Laws and also explains the implications and says how to implement those changes in order to make the regulatory functioning Smooth.

We had extended this platform to all our esteemed clients to create awareness on these changes in regulatory functioning so as to ensure complied in all Labour Law related areas.

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15th February 2018



Notifications and Circulars..,

Title: The Tamilnadu Labour Welfare Fund (Amendment) Act, 2018

Description: As per the notification dated 30th Jan 2018, the Government of Tamil Nadu has amended The Tamil Nadu Labour Welfare Fund Act, 1972. The amendment now states that any person in a supervisory capacity drawing wages exceeding fifteen thousand rupees per mensem will be excluded from the coverage of the Act.

Notified and effective from: **30th January 2018.**

Applicability: This applies to the employees whose earning wages are less than or equal to Rs.15000/- and it extends only to the state of Tamilnadu.

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Team Lease Views Points and Required Actions:

- As per this notification, Every Employer in the state of Tamilnadu has to cover the employees whose gross wages are less than or equal to Rs. 15,000/- for the purpose of contributing to Labour Welfare Fund in the state of Tamilnadu. Below table represents the changes with earlier Vs. new provision as follows,

Table represents the new changes that are implemented under The Tamilnadu Labour Welfare Fund (Amendment) Act, 2018			
S.No	Content	Existing Provisions	Amended Provisions
1	Act	The Tamilnadu Labour Welfare Fund Act, 1972	The Tamilnadu Labour Welfare Fund (Amendment) Act, 2018
2	Applicability	Applies <u>to employees on supervisory capacity whose earning wages less than Rs.3,500/-</u>	Applies <u>to employees on supervisory capacity whose earning wages less than Rs.15,000/-</u>
3	Effective date	Came to force on <u>02nd Dec 1972</u>	Came to force on <u>30th Jan 2018</u>