

# NEW LABOUR CODES CONSULTING CATALOGUE



## HR CONSULTATION

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

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



## FINANCE CONSULTATION

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

- Compensation and Benefits
- 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