

# SATVAM Consulting Private Limited

## Program on Employee Tax (payroll), perquisite rules & remuneration planning

Day & Date	Location	Venue
Tuesday, August 08, 2017	Pune	Hotel Sagar Plaza, 1, Bund Garden Road, Pune - 411 001 (Near SGS Mall)

**(Program Time: 09.30 a.m. to 5.30 p.m. & Registration/breakfast: 9.00 to 9.30 am)**

### Benefits/ learning objectives:

Rightly said - "Two things in life cannot be avoided - one is death and another is tax". Tax affects all of us in one-way or another. However, for certain professionals like HR & finance professionals, it is essential to learn & comprehend issues relating to employee tax as a job requirement. One needs to also understand the implications of various components of salary from tax as well as "take home" salary perspective

### Contents:

- **Tax terminology & essential of salary income**
  - Salary under section 17 of the Income Tax Act
  - Determination of average rate of tax for TDS under section 192
- **Perquisite rules as per latest amendments**
  - Use of Motor Car
  - Accommodation
  - Concessional or interest free loans
  - Use & transfer of moveable assets
  - Medical reimbursement
  - ESOP (Employee Stock Option)
  - Superannuation Fund (SAF)
  - Gift Vouchers, Credit card expenses & Club Expenses, Food & Beverages
- **Important exemptions**
  - Gratuity
  - House Rent Allowance(HRA)
  - Leave Travel Allowance
  - Liability of the employer to maintain the supporting for LTA, HRA claim
  - Responsibility of the employer to maintain the supporting for LTA, HRA, Loss under House Property, Chapter VI A deduction with latest Rule 26C of the Income Tax Rules with Form 12BB
- **Remuneration planning**
  - Meaning
  - Scope & limitations of remuneration planning

**P.T.O. (Cont...)**

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- **Issues relating to liability of tax deduction at source for salary income**
  - Adjustments of TDS – shortfall or excess deduction of tax at source
  - Notice pay implication on TDS
  - Adjustment of loss under the head house property from salary income
  - Latest changes & applicable amendments including Budget 2017

## Participation Level:

- HR personnel involved in payroll & designing employee benefits scheme
- Finance personnel dealing in payroll matters
- Personnel & professional who deal or intend to deal with employee tax related matters

## Registration Fee:

**Early Bird Fees:** Rs. 3,900 plus service tax per participant if the fees are paid on or before the early bird date

**Regular fees:** Rs. 4,900/- plus service tax per participant which includes refreshments, buffet lunch & reference material.

The facility to pay fees after the program date may be provided on payment of additional convenience fees. For further details, please contact our office.

Overnight stay arrangement, if any, needs to be managed by participant.

Cheque/Demand draft should be drawn in favour of “**SATVAM Consulting Private Limited**” payable at **Mumbai**. Our Income Tax PAN is AAICS5300G & Service Tax Assessee code is AAICS5300GST001

The company reserves the right to alter the venue, cancel or postpone the program with the limited liability to refund the total fees.

**Cancellation policy:** Fee is non-refundable or non-adjustable in any manner. However, replacement of the participant is allowed in same batch.

Prior registration for the program is mandatory



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## Nomination:

Please send nomination along with the cheque and name/contact numbers/ email ids of the participants at

### SATVAM Consulting Private Limited – Corporate Training Section

61, Whispering Palms Shopping Centre, Near Oriental Bank of Commerce,  
Lokhandwala Township, Akurli Road, Kandivali (East), Mumbai – 400101

Telephone nos.: 022 – 6698 1100 (6 Lines) Fax: 022- 6698 1105

Email: [seminar@satvam.com](mailto:seminar@satvam.com) / [seminar@satvamindia.com](mailto:seminar@satvamindia.com) Website: [www.satvam.com](http://www.satvam.com)

**The option to make payment through NEFT available, please contact us for bank details**

## In-house Training Program:

If you have more than 8 employees to whom this program is relevant, we will conduct customised training programme for your company's staff. Please contact us to work out further details – Email [seminar@satvam.com](mailto:seminar@satvam.com) / [seminar@satvamindia.com](mailto:seminar@satvamindia.com) or call 022-66981100

## Our forthcoming programs:

- **Pune – June 6, 2017** – Advanced Excel
- **Pune – June 16, 2017** – Effective Communication skills
- **Pune – June 22, 2017** – Labour Law Compliance with latest amendments

For complete training calendar & brochure, visit our website [www.satvam.com](http://www.satvam.com) or call on 022-6698 1100 or drop an email at [seminar@satvamindia.com](mailto:seminar@satvamindia.com) or [seminar@satvam.com](mailto:seminar@satvam.com)

## Past Participant companies

The participants from the following organisations have attended the program related to Employee Tax in past (partial list – 1 day/ 2 day module)

Adani Enterprises Ltd	Sundaram Medical Foundation	Royal Enfield (Eicher Motors)
Bharat Heavy Electricals Limited	TribhovandasBhimjiZaveri Ltd	India Yamaha Motor Pvt Ltd
Maharashtra State Electricity Transmission Co. Ltd.	IDBI Federal Life Insurance Co Ltd	Central Depository Services (India) Ltd
Mercedes-Benz India Pvt. Ltd	Tata Power	Bharat Forge Ltd.
Welspun India Limited	Hathway Cable & Datacom Ltd	Finolex Cables Ltd.
Grasim Industries Limited	IndusInd Bank Limited	3DPLM Software Solutions Ltd.

