

SATVAM Consulting Private Limited

Program on Recent Judgments in Labour Laws – Rights and Obligations of the Employer

Day & Date	Location	Venue
April 9, 2018 (Monday)	Bangalore	Hotel Trinity Isle, Subedar Chatram Road, Swastik Circle, Sheshadripuram, Bangalore - 560 020

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

Benefits/ learning objectives:

There are many labour laws applicable to the business organisation. The professional needs to be updated on recent judgements (case laws) so that he/she is aware about latest trends in labour laws and rights and obligations of the employer.

Contents:

This program is based on recent important judgements (case laws) in labour laws

- Industrial Relationship & Disciplinary process
 - Under what circumstances the employee can be dismissed on following counts?
 - Absenteeism
 - Usage of filthy language
 - Theft
 - Sleeping while on duty
 - Assaulting seniors
 - Burden of proof for gainful employment during suspension
 - Under what circumstances writ petition challenging domestic enquiry will not be entertained by the Courts?
 - Proceeding under Domestic Enquiry v/s. Criminal Proceedings – which is to be considered final and binding?
 - Can domestic enquiry be held against an employee after retirement?
 - Can employee be dismissed without domestic enquiry?
 - Legal aspects of transfer of the employee
 - Legal implication of forced resignation
 - Legal aspects relating to termination of service of probationer
 - Can the date of birth on records of the employer be changed at the near the end of the service of the employee?
- The Contract Labour Act, 1970
 - Under what circumstances the workman of contractor can claim permanency from the Principal employer?
 - Responsibilities of Principal Employer for payment of PF, ESIC for contractor's workman?

PTO (Cont...)

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- The Contract Labour Act, 1970 (cont...)
 - Can a workman who is illegally terminated by contractor claim reinstatement from Principal employer?
- The Payment of Gratuity Act, 1972
 - Under what circumstances gratuity can be forfeited by the employer?
 - Concept of 4 year 240 days for coverage under Gratuity Act
- The Employee's State Insurance Act, 1948 (ESI scheme)
 - Applicability of Consumer Protection Act for medical services provided by ESI
- The Employees Provident Fund & Miscellaneous Act, 1952 (PF)
 - Clubbing of establishments for coverage purpose
 - Is levying penalty by PF authority mandatory or optional?
- The Employees Compensation Act, 1923
 - Can "heart attack" be considered as accident in course of the employment?
 - Is Principal employer responsible for compensation for accident for workmen hired through contractor?

Participation Level:

- HR & Administration Personnel
- Office & Factory Managers/Supervisors
- Legal & Secretarial Personnel
- Payroll personnel
- Project managers
- Labour Law Practitioners & finance professionals
- Owners of SMEs & business establishment
- Businessmen, traders & senior management personnel of private limited companies
- Personnel & professional who deal or intend to deal with labour laws related matters
- Law/management students

Registration Fee:

Early Bird Fees: Rs. 4,900 GST per participant if the fees are paid on or before the early bird date.

Regular fees: Rs. 5,900/- plus GST 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 & GST is 27AAICS5300G1ZJ.



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Cancellation policy: Fee is non-refundable or non-adjustable in any manner. However, replacement of the participant is allowed in same batch. If for any reason, program is cancelled by SATVAM Consulting Private Limited, the maximum liability is only to the tune of refund of total fees paid by the participant.

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@satvamindia.com / seminar@satvam.com Website: www.satvam.com

Prior registration for the program is mandatory

Our forthcoming programs:

- **Bangalore - February 19, 2018 (Monday)** - Program on Employee Tax
- **Bangalore - May 15, 2018 (Tuesday)** - Program on Contract Labour
- **Bangalore - May 17, 2018 (Thursday)** - Program on Advanced MS Excel

For complete training calendar & brochure, visit our website www.satvam.com or call on 022-6698 1100 or drop an email at seminar@satvamindia.com or seminar@satvam.com

In-house Training Program:

If you have more than 10 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 / seminar@satvamindia.com or call 022-66981100

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