

Payment of Bonus Act

Day 1

- History of Bonus
- Various amendments to the act
- Applicability
- Employee
- Definition of Wages for the purpose of Bonus
- Eligibility for Bonus
- Disqualification for Bonus
- Minimum Bonus
- Maximum Bonus
- Deduction of certain amount from Bonus
- Time Limit for payment of Bonus
- Act not apply to certain establishment
- Power of Govt. to Exempt

Day 2

- Computation of Days for Bonus
- Computation of Allocable Surplus – FROM A
- Set on and Set off of allocable surplus – FROM B
- Bonus Paid to Employees FROM C
- Annual Return FROM D
- Computation of Available Surplus
- Recovery of Bonus form Employer

- Dispute resolution
- Maintenance of Records
- Presumption of Books of Accounts
- Inspectors
- Penalty

Payment of Gratuity Act, 1972

Day 3

- Applicability of the Act
- Wages
- Employee
- Continuous Service
- Eligibility for Gratuity
- Compulsory Insurance
- Power to Exempt
- Nomination
- Determination of amount of Gratuity
- Inspectors
- Recovery of Gratuity
- Penalties
- Cognizance of Offence
- Protection against Attachment
- Act done in Good Faith
- Overriding Act
- Power to Make rules

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