

## **EPF Act and ESI Act – Advance Course**

### EPF Highlights

- History
- Coverage
- Employer including Owner/ occupier
- Exempted establishment
- Employee to include casual/contract and others
- Exempted employee
- Excluded employee
- Basic wages in line with court judgments
- Wage Ceiling
- Contribution importance and relevant court rulings
- Voluntary Coverage
- International Workers
- Different Head of Contribution EPF;EPS;EDLI
- Employees Deposit Link Insurance (EDLI)
- Employees' Pension Scheme (EPS)
- Retirement Age and Benefits
- Determination of Eligible Service
- Determination of Pensionable Service
- Determination of Pensionable Salary
- Benefits on Permanent disablement
- Family Benefits Pension
- Nomination & its importance
- Different Type of Advances
- Penal Provisions
- Interest and Penalty
- Claims & Settlements
- Different Type of Forms
- Importance of Form V Updating
- DSC/E-zine registration
- Contractor Mapping

## ESI Highlights

- History
- Coverage
- Contribution
- Wages in line with court rulings
- Employee
- Excluded Employee
- Employer
- Contribution period and Benefit Period
- Employee enrollment time limit
- Failure to Pay Contribution
- Penal Action
- Interest and Penalty
- Medical Benefits
- Cash Benefits
- Family Benefits
- Maintenance of Records
- Filing of Contribution'
- Different Type of Forms
- Importance of updating Establishment details