



**TalEzine - FEBRUARY 2025**

**MONTHLY JOURNAL**



## The Goa Factories (Seventeenth Amendment) Rules, 2024

The Government of Goa has released Notification of the Goa Factories (Seventeenth Amendment) Rules, 2024.



Vide No. VI/FAC-6(L-1)Part-1/IFB-23-24/3461; dated 02.01.2025

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## Notification on Criteria for Recognition of First Aid Training Institutes for giving training in First Aid Treatment to workers employed in the factories



The Government of Karnataka has released Notification on Criteria for Recognition of First Aid Training Institutes. The new guidelines aim to ensure that first aid training institutes meet the required standards to safely equip workers with first aid skills

Vide No. LD 90 KABANI 2023; dated 02.01.2025

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## Notification on Criteria for Recognition of Laboratories for conducting Medical Examination of workers employed in the factories

The Government of Karnataka issued a notification, In a significant development for the safety and well-being of factory workers in Karnataka, detailing the criteria for the recognition or renewal of laboratories conducting medical examinations for workers employed in factories registered under the Factories Act, 1948



Vide No. LD 116 KABANI 2023; dated 02.01.2025

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## Order under POSH Act in NCT Delhi



The Government of NCT Delhi has issued Order under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 with reference to (Hon'ble Supreme Court in the matter of Aureliano Fernandes Vs the State of Goa & Ors.). The notification urges employers in the public and private sectors to register themselves with the SHe-Box Portal, an online platform instituted by the Ministry of Women & Child Development for complaint registration and redressal

Vide F.No/15(1)/LAB/2025/5379-5381; dated 06.01.2025

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## Notification of the Meghalaya Factories (Amendment) Rules, 2025

The Government of Meghalaya has issued Notification of the Meghalaya Factories (Amendment) Rules, 2025. Rule 6 and 8 has been amended and shall extend to the whole state of Meghalaya.



Vide No: LE&SD.62/2024/85; dated 16.01.2025

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## Circular regarding opening of new branch office of ESI in Bilaspur District



The Employees State Insurance Corporation has issued Circular regarding opening of new branch office of ESI in Bilaspur District .

Vide No.11014/10/2023; dated 15.01.2025

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## The Kerala Minimum Wages CPI Notification (Nov 2024)

The Government of Kerala, Labour and Skills (E) Department has revised the variable dearness allowance for employment in Shops and Commercial Establishment and employment in Computer Software Sector. As per the Notification, the Consumer Price Index (Cost of Living Index) Numbers applicable to employees in employment under the Minimum Wages Act (Central Act XI of 1948) for the month of November 2024 as ascertained by the Director General of Economics & Statistics under clause (C) of Section 2 of the Act.



Notification No.DES/1251/2024-P3(1); dated 17.01.2025

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## Notification regarding revision of PT slab rates for Greater Chennai Corporation

The Greater Chennai Corporation, Government of Tamil Nadu has released Notification regarding revision of PT slab rates for Greater Chennai Corporation.

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Periodicity & Due Date	Old			New			Remarks
	From	To	Slab Rates	From	To	Slab Rates	
Half yearly	UP to Rs. 21000/-		NIL	UP to Rs. 21000/-		NIL	No Change
	21001	30000	135	21001	30000	180	Changed
September 30th & March 31st	30001	45000	315	30001	45000	425	Changed
	45001	60000	690	45001	60000	930	Changed
	60001	75000	1025	60001	75000	1025	No Change
	75001 & ABOVE		1250	75001 & ABOVE		1250	No Change

Vide R.D(HQ).C.No.PT/SPL/2024; dated 20.01.2025

## Amendment notification under Madhya Pradesh Disabled Persons Rights Rules, 2017

The Government of Madhya Pradesh has released Amendment notification under Madhya Pradesh Disabled Persons Rights Rules, 2017



Vide NO.35; dated 28.01.2025

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## The Karnataka Labour Welfare Fund (Amendment) Act, 2024



The contribution rates specified in Section 7A(2) have been revised from ₹20, ₹40, and ₹20 to ₹50, ₹100, and ₹50 respectively. The Act came into effect immediately upon its publication on January 10, 2025.

The 2024 LWF paid in Jan 2025 continues to be calculated using the existing LWF slab rates without any changes

Notification dated 10.01.2025

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# Updates on EPFO

## **Circular regarding simplification of joint declaration process in EPF**

The Employees Provident Fund Organisation has released Circular regarding Simplification of the joint declaration process in EPF, including the online procedure format, required documents for upload, and the approval levels for making changes on the EPFO portal.

**Vide No: WSU/joint Declaration/E-54018/2024-25/006; dated 16.01.2025**

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## **Circular regarding Implementation of centralized pension payment system (CPPS) in EPF**

A circular regarding the implementation of the Centralized Pension Payment System (CPPS) in EPF announces that, starting from January 2025, pension claims will be processed through any scheduled commercial bank across India.

**Vide No. Pensionrv4/CPPS/Pilov2024-Part(1)/efile-948434/2024-25/08; dated 17.01.2025**

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## **Circular regarding deployment of functionality for capture of data of non EPS member**

The Employees Provident Fund Organisation stating EPFO Deploys Functionality to Capture Data for Non-EPS Members. On January 17, 2025, the Employees Provident Fund Organisation (EPFO) announced the deployment of a new functionality designed to capture data for Non-EPS members of Provident Fund (PF) trusts.

**Vide Exemption/ELI Scheme/902100/2024-25/07; dated 17.01.2025**

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## **Circular regarding de-linking of erroneously linked member Ids from UAN in EPF**

The Employees Provident Fund Organisation has released Circular regarding de-linking of erroneously linked member Ids from UAN in which EPFO Announces New Facility to Delink Wrongly Linked Member IDs from UAN. The Employee Provident Fund Organisation (EPFO) on January 17th, 2025, issued a circular introducing a new facility allowing members to delink any erroneously linked Member ID (MID) from their Universal Account Number (UAN).

**Vide No. WSU/ErroneousLinkingofUAN/E-838432/2024-25/10; dated 17.01.2025**

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## **Clarification on policy issues related to processing of pension on higher wages in EPF**

The Employees' Provident Fund Organisation, through has issued clarifications on policy matters related to processing pensions on higher wages in EPF. These clarifications cover the pension computation on a pro-rata basis, the eligibility of exempted establishments for PoHW based on trust rules, the netting of PoHW dues against pension arrears, and the reckoning of wage arrears payable retrospectively.

**File No: Pension/V1/PoHW/2024-25/efile-951977/09; dated 18.01.2025**

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# Compliance Update on Minimum Wages

## Meghalaya Minimum Wages Notification (Jan 2025)

The Government of Meghalaya has released Meghalaya Minimum Wages Notification for scheduled employment with effect from 01st January 2025.

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## Notification regarding revision of minimum wages for brick and kiln workers (Jan 2025)

Notification regarding revision of minimum wages for brick and kiln workers (Jan 2025)

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## The Chandigarh Minimum Wages Notification (Oct 2024)

The Administrator of UT. Of Chandigarh vide No.ST/(CPI)/2024-25/38, has issued Notification regarding revision of minimum rate of wages with effect from 01st October 2024.

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**[Click here](#) to refer the Minimum Wages table for the month of FEBRUARY-2025**



# COMPLIANCE

**Monthly compliance checklist are the best practices to stay on top of HR compliance throughout the month**  
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## Sources:

Government Notifications, Press Releases, Labour Department Announcements through Circulars.

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## CONTACT US

**TalentPro India HR Private Limited**

Chennai (Corporate Office) No: 64 (Old No: 30), III Floor, Ethiraj Salai, Egmore, Chennai, 600008.

Mobile:+91 8891091451/8147419385/7358105178

Tel:+91 4442123497 Toll free: 18001035642

Email:[south.sales@talentproindia.com](mailto:south.sales@talentproindia.com)