

Webinar on Payroll & Taxation Related Updates

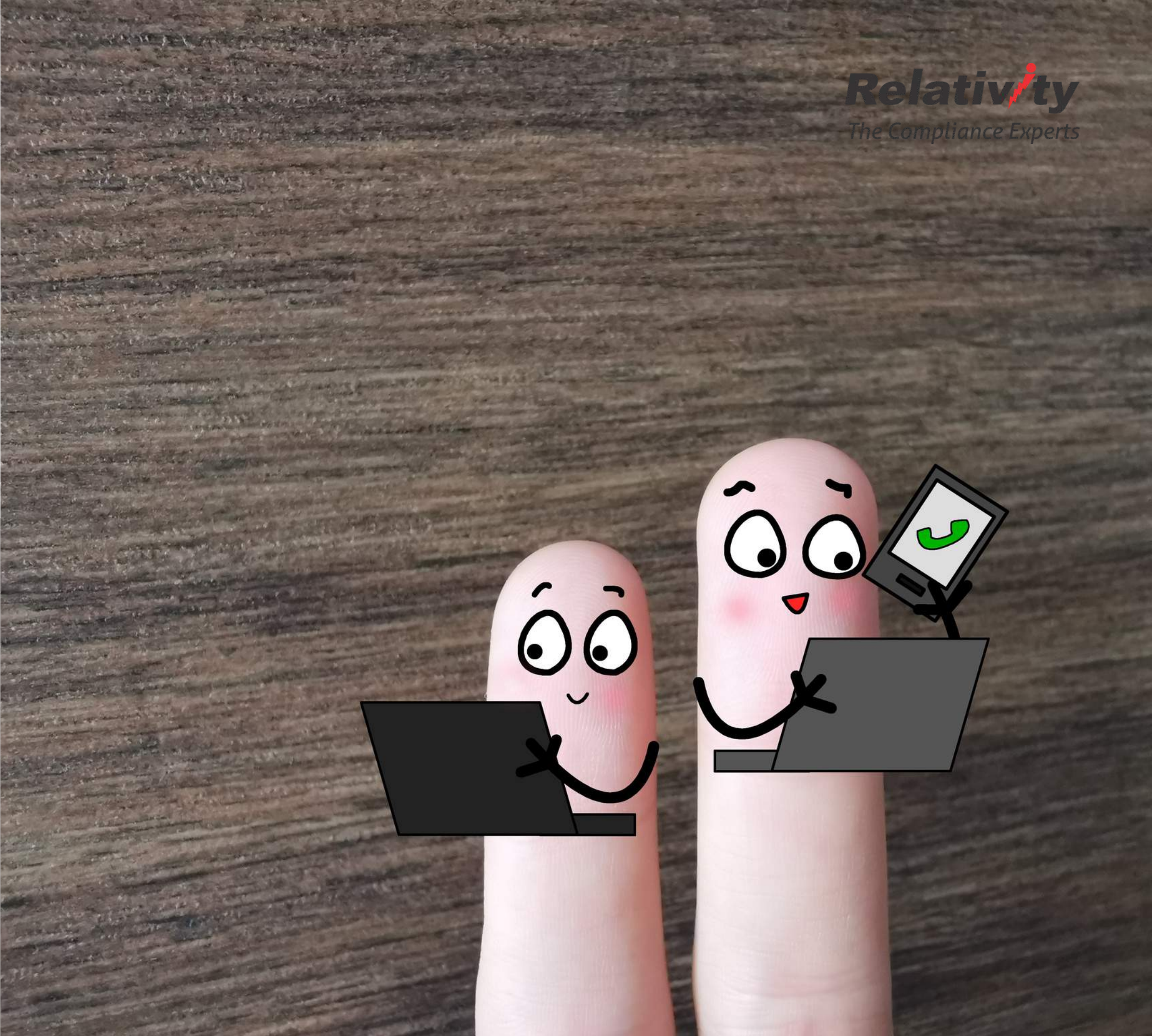
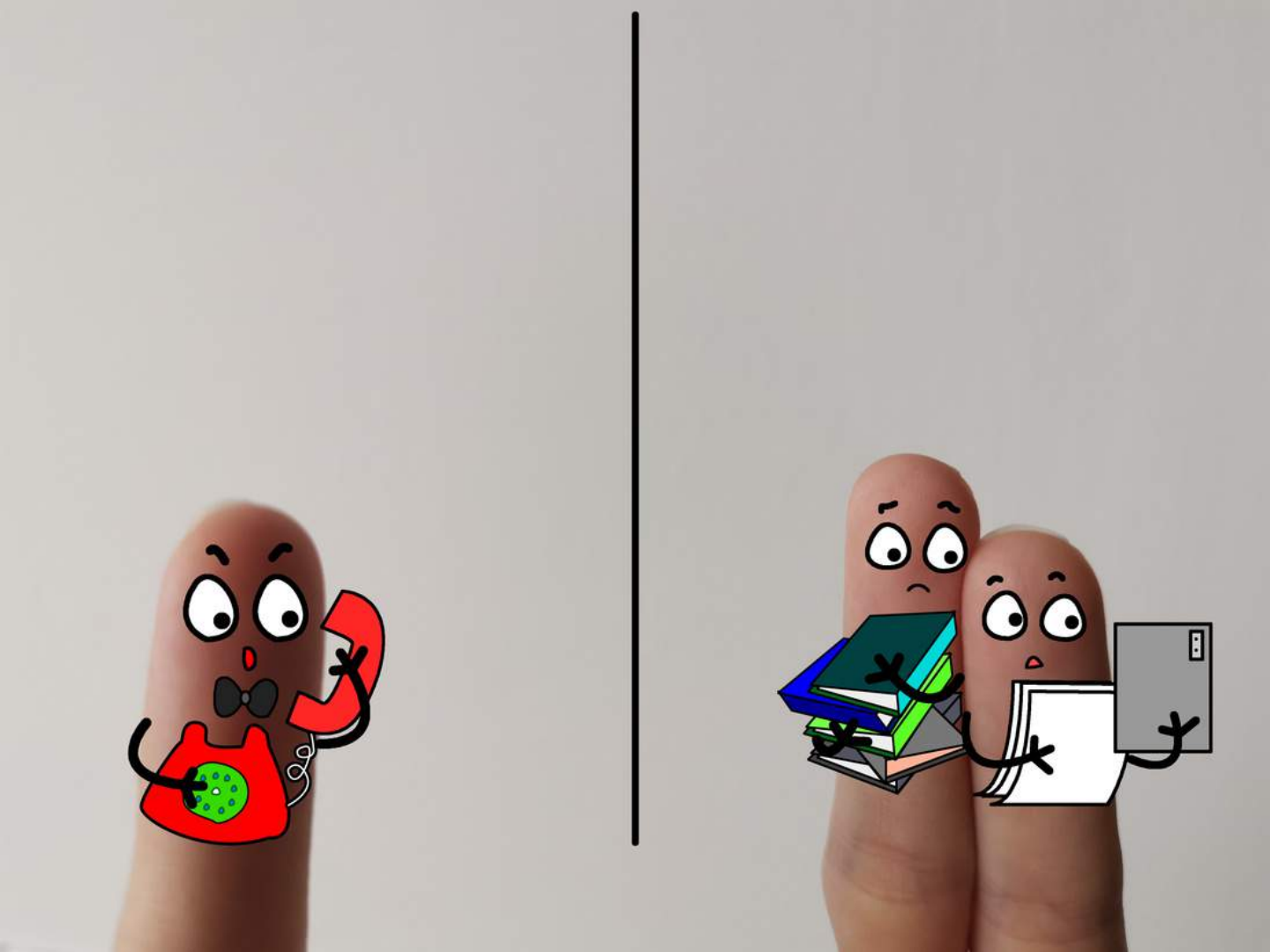
11 - May - 2022

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Co-Founder & Director

Relativity
The Compliance Experts





Relativity
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Q #1

Taxation of Per-Diem Allowance paid by Employer is on account of Short-term / Long-term official travel?

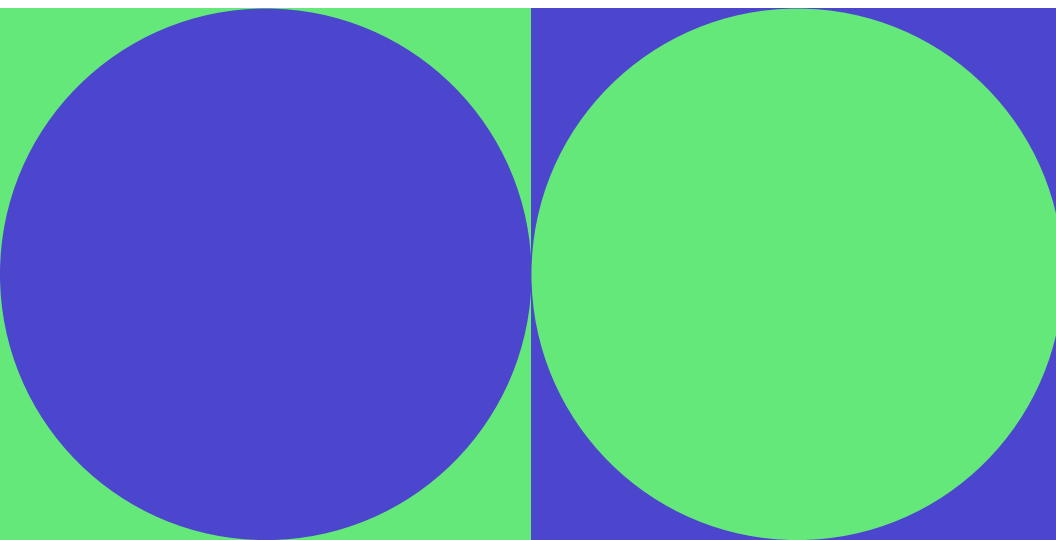
a) Is completely non-taxable

OR

b) Is non-taxable up to the amount spent

OR

c) Is a business expenditure hence not to be discussed by Payroll



Answer

Per-Diem

(a) Meeting official expenses

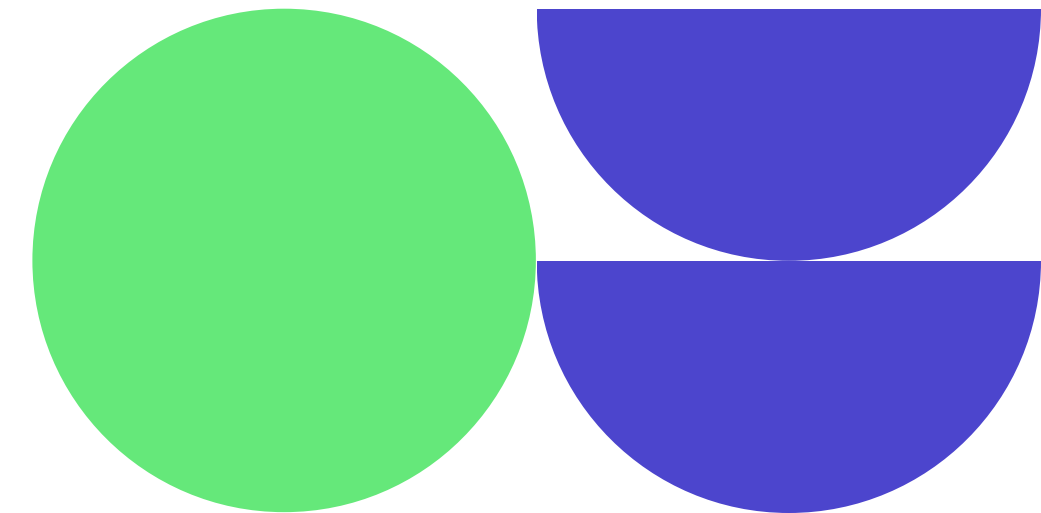
(b) Meeting the personal cost of living in the other country

What is paid as (b) should be included in 17(1) and

Whatever is spent should be included in Section 10(14)(i)

Whatever is un-spent, will be taxed automatically.

What is the practice that you are aware of?

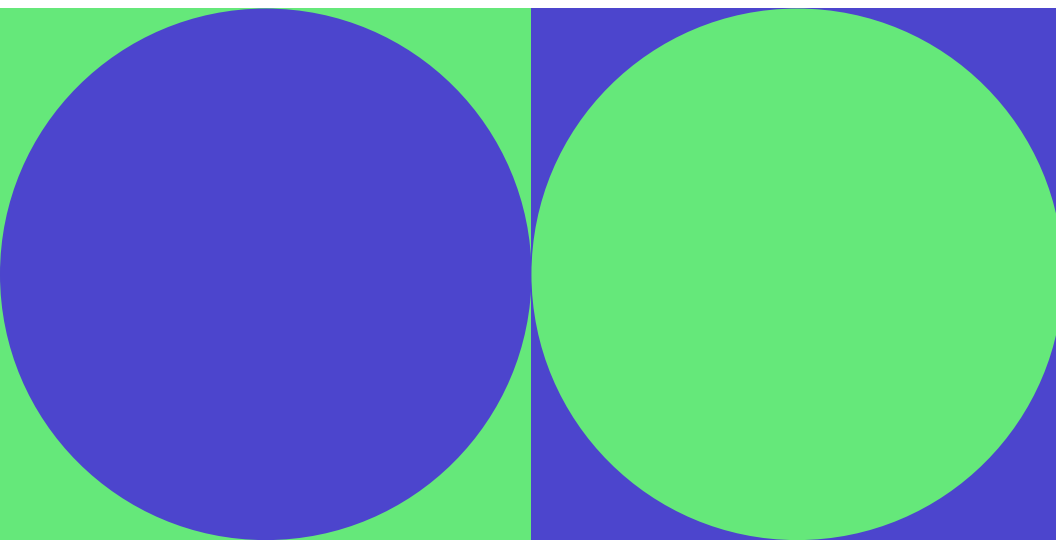


Q #2

For employees/directors Travelling to European countries, do we need a Certificate of Coverage from EPFO?

A) Required only for Long Term Travel

B) Required for both Long Term travel & Short-term travel



Answer

Any Business travel (Short/Long Term) to SSA countries particularly to the EU, the individual is required to have CoC before the commencement of travel.

Penalties are heavy in the absence of the same & many instances have been come to light in France, Italy & Germany.

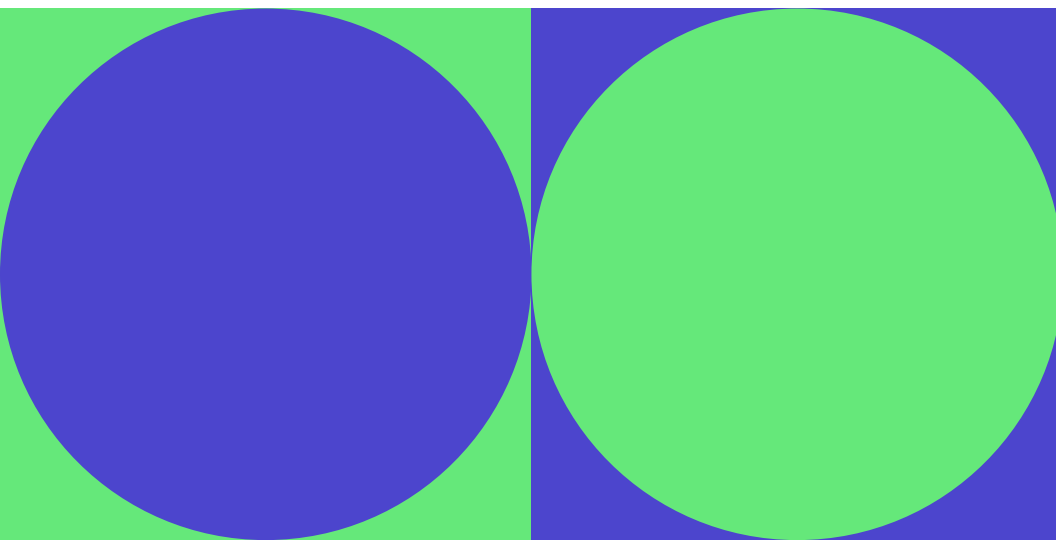
Q #3

Taking advantage of the Gig Economy? What happens when you send a gig worker on a fully paid trip?

A) Just book it as business expenses

B) Deduct TDS

C) Do Nothing ;-)

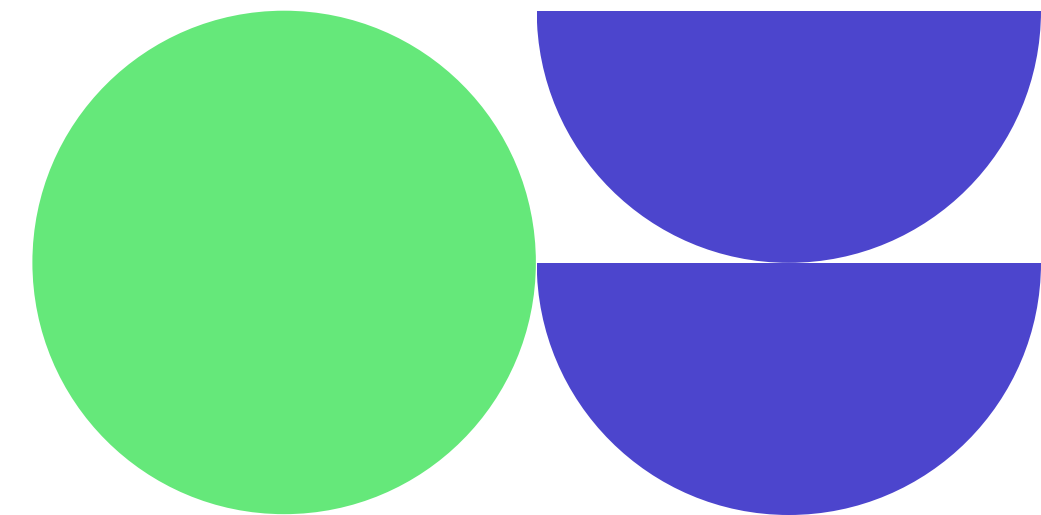


Answers

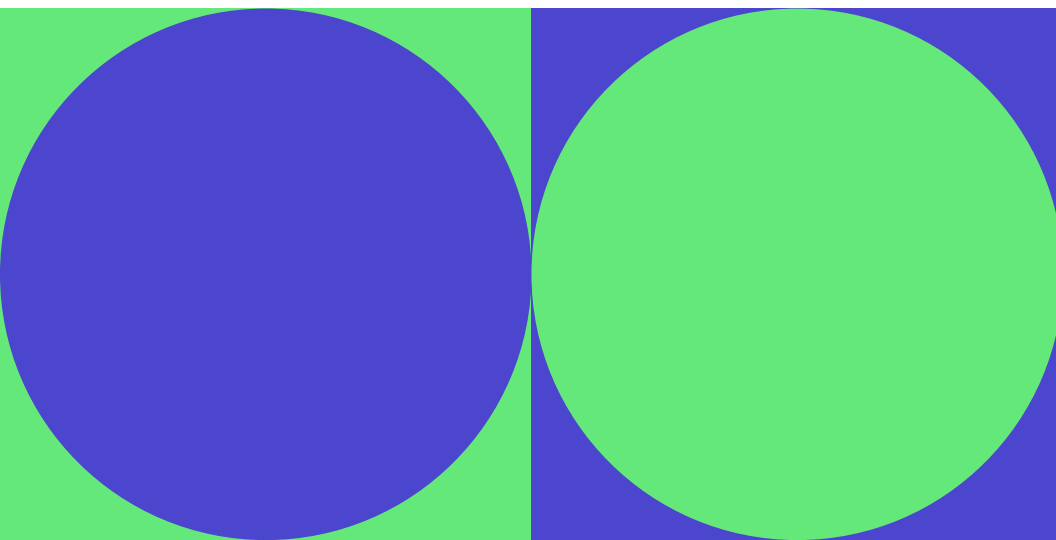
Section 194R applies for all benefits provided exceeding 20K per annum

Example :

You send your consultants to a fully paid vacation. Because it is a benefit being enjoyed by them, TDS @ 194R shall be applicable.

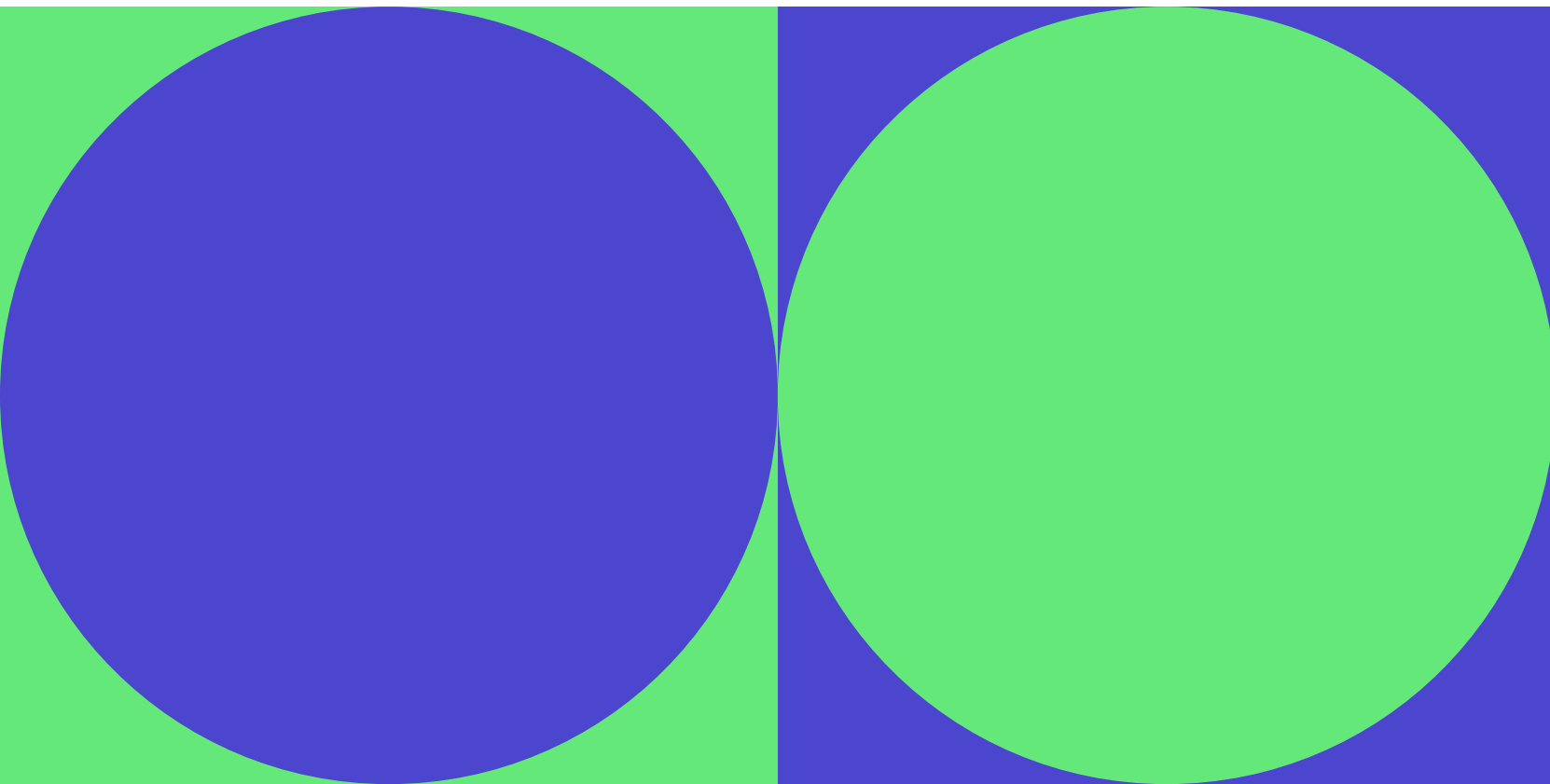


Who are the high scorers?



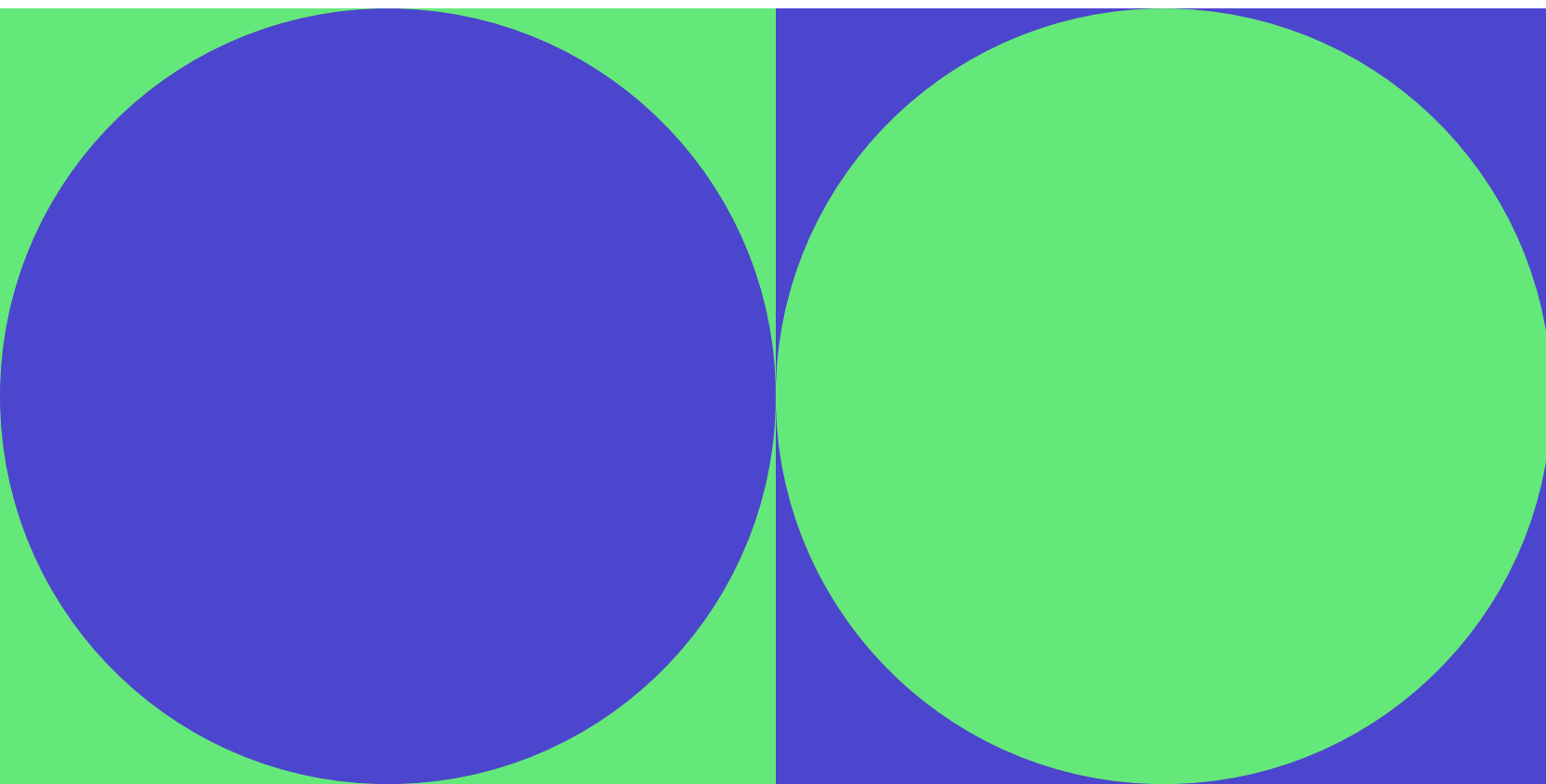
Update # 1

- 1. EPFO Circular On Principal Employer to Register and Declaration of Contractors Under EPF Portal



Update # 2

- Circular On Final Withdrawal of Provident Fund for International Workers



Some Facts

13

Years & young

153

Clients & counting

12L

transactions / Q

99.49

Accuracy rates

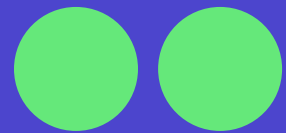
16

Cities

4.76L

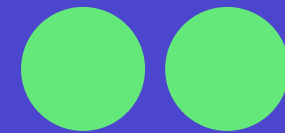
Form 16's issued

What we do



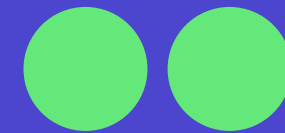
Payroll

Payroll Outsourcing
Payroll Lodgement
In Premise Payroll
Payroll Audits



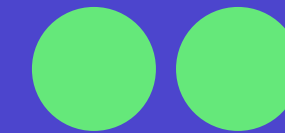
Taxation

TDS Audits
TDS Compliance
End to End
Management



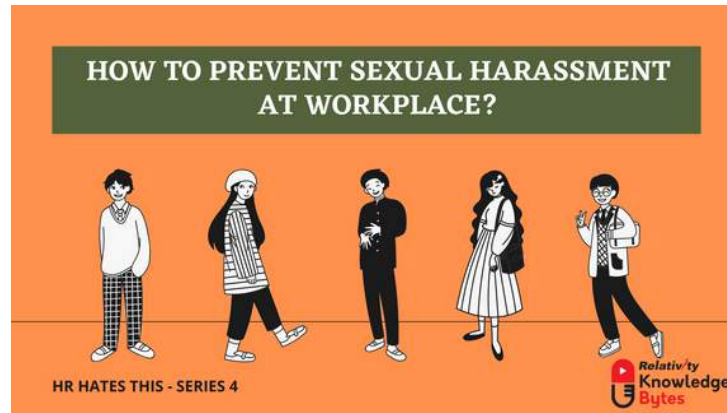
Compliance

PF/ESI/PT
Labour Laws
Shops & Est. Act
Compliance Audits

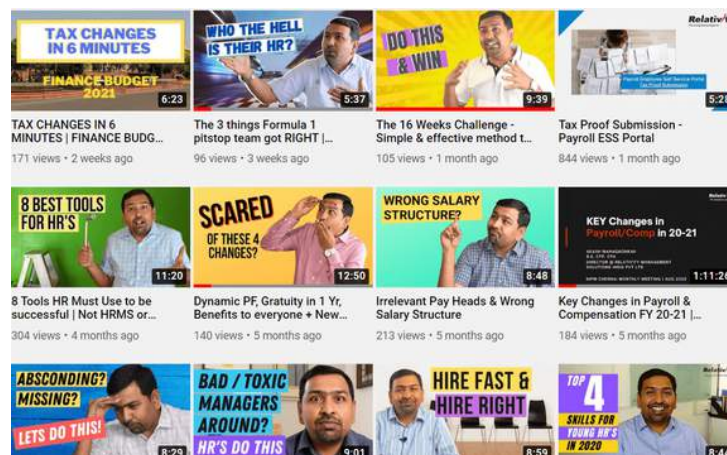


Accounting

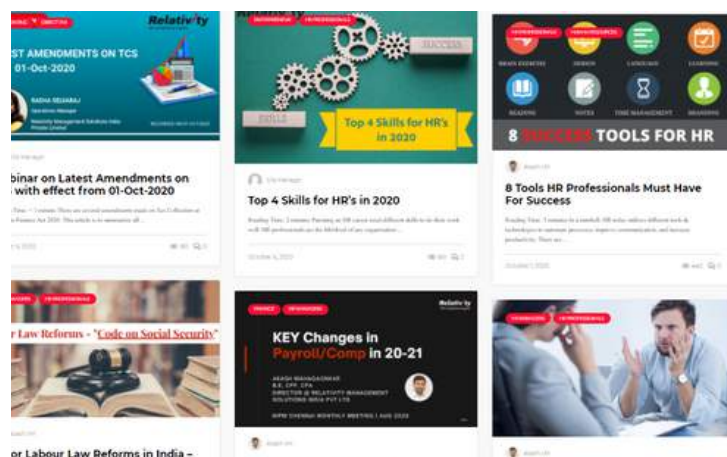
GST Compliance
CA & ROC Services
Statutory Audits
Book Keeping



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Let's make
the right
one!