

Recent & Latest Amendments on Statutory Compliance

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THE COMPLIANCE EXPERTS

- ✓ Payroll Processing / Audit
- ✓ Q-ETDS Compliance / Audit
- ✓ Statutory Compliance / Audit
- ✓ CA & RoC Compliance
- ✓ Tax Compliance / Audit
- ✓ Digital Form-16

Our Values

Quality

- Accuracy
- On-time delivery
- Up-to-date information
- Apt Advice

Integrity

- Data confidentiality
- Compliance

Excellence with a passion

- Organizational culture
- Client focus

Relativity's Solutions

- End to End Management of Payroll Services
- End-to-End ETDS Compliance & Audits
- End-to-End ETDS Compliance & Audits
- End-to-End Management of Payroll Lodgement Services
- Form 16 Audit, Digitalization & Distribution
- Provident Fund Management & Compliance
- Industry Standard Self-Service Portal for Management of Reimbursements & Tax Proofs
- Establish, Build, Operate & Transfer India Payroll Shared Services
- GST Advisory, Compliance & Filings

Some Facts

**14
Years**

**100+
Employees**

**185
Clients**

**1 L
Payroll Records**

**99.6
Client
Retention Rate**

**12 L
Transaction/Q**

**99.49
Accuracy Rate**

**16
Cities**

**4.76 L
FORM 16's**

Today's Discussion points

- Contribution of Higher Pension –Latest Update
- Employer Responsibility on EPS notification
- TDS on PF withdrawals- Union Budget 2023
- Guidelines for Member Profile Correction.
- Basic Compliance requirements under EPF

Contribution of Higher Pension –Latest Update

Overview of the Update

Recently on 4th November 2022 the Honorable Supreme Court has given the decision that the employee may opt for higher pension by contributing to EPS-95 on actual/ uncapped salary rather than on capped salary.

By its verdict on 04.11.2022 the SC has given the decision to uphold the right of existing employees to opt for higher pension by contributing to EPS on higher salary.

Contribution of Higher Pension –Latest Update

Eligibility criteria

Eligible employees who had not opted for enhanced pension coverage prior to Sep 2014 can jointly do so with their employers within the next four months after the Supreme Court upheld the Employees' Pension (Amendment) Scheme, 2014.

Employees who were existing EPS members as on September 1, 2014 can contribute up to 8.33 per cent of their 'actual' salaries -- as against 8.33 per cent of the pensionable salary capped at ₹ 15,000 a month -towards pension.

Guideline for retired employee for Higher pension

Universal Account Number (UAN)
MEMBER e-SEWA

Sign in Reset

Forgot Password ?

Benefits of Registration

- Download/Print your Updated Passbook anytime.
- Download/ Print your UAN Card.
- Update your KYC information.

Important Links

- Pension on Higher Salary - online application for validation of joint option** NEW
- Activate UAN
- Know your UAN
- Direct UAN Allotment by Employees
- Death claim filing by beneficiary
- UAN Allotment for Existing PF

EMPLOYEES' PROVIDENT FUND ORGANISATION, INDIA

1 GET AUTHORIZATION PIN

2 VALIDATE USER

3 SUBMIT APPLICATION

4 ACKNOWLEDGEMENT NUMBER GENERATED

PPO Number *

Name *

Date of Birth *

Aadhaar Number *

Aadhaar Linked Mobile Number *

Captcha*

Showing screen for applying higher pension on member portal

Guideline for retired employee for Higher pension

The screenshot shows the ER portal interface. At the top, there is a navigation menu with items: Home, Member, Establishment, Payments, Dashboards, User, Admin, Online Services, and ABRY. Below the menu, there are three tabs: Pending Request (selected), Approved Request, and Rejected Request. The main heading is "Approve Member POHW Request". To the right of the heading, there is a notification for "DSC Signer Utility (version 1.0.0)" with links for "Download" and "Help". Below the heading, there is a search bar with the placeholder text "Enter PPO/UAN/Acknowledgement No." and buttons for "Search" and "Reset". Below the search bar, there is a table with the following columns: Acknowledgement No., Category, PPO No., UAN, Member ID, Name, Gender, Submitted On, View Detail, Process, Rejection Reason, and DSC/e-Sign. The table content is empty, and a message "There Are No Pending Request" is displayed in the center. At the bottom of the table, there is a pagination control showing "Page 1 of 0" and a dropdown menu for "15".

Showing Approval screen on ER portal, for those retired member opted for higher pension joint option

In the case of Existing Employee

Awaiting guideline from EPFO, on opting higher pension for existing employee.

Joint Option can be made on our own template to EPFO for opting Higher pension, Below is the reference template.

Ref: Link [here](#)

Revision of TDS for EPF withdrawal

- TDS on EPF withdrawal has been proposed to be revised w.e.f from 01st Apr 2023.
- Finance Minister has proposed change of the tax rules regarding withdrawal from Provident Fund. Now, if PAN is not linked, 20 percent TDS will be levied during withdrawal instead of 30 percent.
- The benefit of the changed rule will be to those PF holders, whose PAN is not yet updated. If an account holder withdraws money within 5 years, then he has to pay TDS only 20% not 30%. Whereas, after 5 years no TDS is levied.



Guidelines for Member Profile Correction.

Minor Correction of Profile name

I Minor correction: A correction will be considered as "Minor Correction" –

(i) If the correction is related to expanding the name/surname from abbreviation to full name, or vice versa, without changing the first letter, and if after the correction, the pronunciation of the name doesn't change; e.g. from "R. Kumar" to "Rakesh Kumar", from "V. S. Verma" to "Vijay Shankar Verma" is Minor correction. But from R. Kumar to Suresh Kumar is not a minor correction;

(ii) If the father's name or husband's name is inserted as middle name in AADHAR e.g. "Sunita Kumari" (D/o or w/o Ramesh Kumar) to "Sunita Ramesh Kumari"; and

(iii) If it involves only change in surname of female employees after marriage. e.g. from "Sunita Reddy", W/o. Ramesh Rao, to "Sunita Rao".

In the case of minor correction, there is a provision to apply through online mode.

Guidelines for Member Profile Correction.

Major Correction of Profile name

II Major correction:

(i) All those cases which do not fall in the category of "Minor correction", or any correction leading to complete change in name/father's name, or where correction in more than two fields are involved are cases of "Major corrections".

(ii) Major corrections as described above shall not be done in the online process without obtaining proper documentary proof, including explanation from the employer, and verification of the genuineness of the case as deemed appropriate.

(iii) Moreover the employer has to produce original records of service and wages, such as employee register, increment orders, pay slip, appointment order, any application made to EPF office to correct wrong name in Form-23 (PF slip), etc., on the basis of which employer is certifying the change request.

Guidelines for Member Profile Correction.

Major Correction of Profile name

(iv) In case of a closed establishment where the employer or authorized signatory is not traceable/available, the authority to attest the joint declaration shall be any one out of the authorities like a Gazetted Officer, Magistrate, Post/Sub- Post Master, President of the Village Union, President of Village Panchayat where there is no Union Board, Chairman Secretary/Member of the Municipal/District Local Board, Member of Parliament, Member of Legislative Assembly, Member of Municipalities and Municipal Corporations, Village Patel/Village HEADMAN/ Karanam/Revenue Inspector, Notary Public, Member of Central Board of Trustees/Regional Committee, Employee's Provident Fund, Manager of the Bank in which the Bank Account of the claimant is maintained, Head of any recognised educational institution, Justice of Peace, Lekhpal/Patwari, Village Munsiff, Office bearer of the recognised/registered trade union, any authorised official as may be approved by the Commissioner of the concerned EPF office in the case and the correction shall be made exercising due care and caution and only after due verification of the documentary evidence produced in proof of identity, employment etc.

(v) In case of a closed establishment, the applicant has to produce evidence such as appointment letter, pay slip, increment order, PF-slip and any application to correct name in Form 23.

(vi) Such other records as the authority feels required can also be asked for.

In view of the above, it is advised to submit the joint requests accordingly for minor/major correction as the case may be, to enable this office to process the same at the earliest.

Basic Compliance requirements under EPF

- Monthly Contribution/Arrear Contribution
- IW returns
- KYC approvals
- UAN Linking
- Principal Employer/Contractor Compliance
- Form5A updation
- DSC renewal
- Basic Details/Claim Approvals
- Physical Claim Submission/attestation
- Brach Code/Code allotment





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POLL SESSION

Q&A SESSION



THANK YOU

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