

HR & Statutory Leaders Meet 2024

HR Compliance: Collaboration for Success



**"Strategic Insights into Statutory Compliances:
A Dialogue with Statutory Authorities"**



**Bridging the Gap between Legal Requirements and
Practical Implementation**



Saturday, January 13, 2024



Hotel Ocean Pearl, Mangaluru



Organized by

**National Institute of
Personnel Management**
Mangaluru Chapter

In association with



Event Partner



 www.nipmmlr.co.in



HR & Statutory Leaders Meet 2024



“Strategic Insights into Statutory Compliances:
A Dialogue with Statutory Authorities”





HR & Statutory Leaders Meet 2024

Bridging the Gap between Legal Requirements and Practical Implementation



The HR & Statutory leaders Meet 2024 organized by the National Institute of Personnel Management (NIPM), Mangaluru Chapter is inaugurated on January 13, 2024 at Hotel Ocean Pearl at 4.00 pm. The meet was aimed at bridging the gap between legal requirements and practical implementation, fostering a deeper understanding of compliance intricacies.

During the keynote address, Shri Nanjappa K.G., Additional Director of Factories & Boilers, Government of Karnataka, emphasized the importance of adhering to labor and employment laws. He advocated for implementing clear policies and procedures, highlighting that consistent adherence to the highest standards fosters a positive and productive work environment and enhances a positive relationship between employers and law enforcing authorities. Shri Nanjappa also discussed major changes in labor laws, particularly regarding insurance coverage for gig workers, stating that imprisonment will only be applicable in cases of accidents, with fines being the primary form of penalty. He also mentioned that fines collected from employers will be utilized for the welfare of workers. Additionally, he noted that women employees are now permitted to work round the clock with adequate safety and security measures in place, provided they provide written consent.

*Lighting the lamp and
Keynote Address by
Shri Nanjappa K.G.
Additional Director of
Factories & Boilers
Govt. of Karnataka.*



Chief Guest

Shri Krishna Hedge

Group

General Manager - HR
MRPL

During the event, Shri Krishna Hedge, Group General Manager – HR at MRPL and the Chief Guest delivered a compelling address emphasizing the pivotal role of HR professionals in fostering a harmonious work environment through uniform policies and prioritizing employee well-being. He underscored the significance of talent retention and adherence to established rules while advising HR professionals to seek guidance from responsible government authorities and law enforcing officers. Shri Hedge eloquently highlighted that human resource is the core of any business and cannot function effectively without ethical HR practices, ultimately safeguarding the organization's reputation and employee well-being.

Shri. Steevan Pinto, Chairman of NIPM Mangalore Chapter, emphasized the unique opportunity for HR professionals to directly engage with officials from law enforcement authorities. He urged participants to make the most of this rare opportunity by actively participating and seeking clarification on various aspects of labor enactments.



A Token of gratitude to
Shri Nanjappa K.G.
Additional Director of Factories &
Boilers Govt. of Karnataka



A Token of gratitude to
Shri Krishna Hedge
Group General Manager - HR
MRPL





The Q&A session provided an opportunity for participating HR professionals to seek clarification on various aspects of labor enactments.

A panel discussion on statutory compliances involving Provident Fund, Labour, Factory, and ESI authorities were held during the occasion. Shri M. S. Mahadev, Deputy Director of Factories, Division-1, Mangaluru Shri A. P. Unnikrishnan, Regional Provident Fund Commissioner, Mangaluru, Ms. Wilma Elizabeth Tauro, District labour Officer, Mangalore Shri Guruvinder Singh, Deputy Director – ESIC, Sub Regional Office, Mangaluru represented the various law enforcing authorities.

During the panel discussion, several significant points were upraised, including the provision that employees covered by ESI are entitled to reservation seats in medical and dental colleges run by the ESI Corporation for their children. Additionally, it was noted that ESI contributions can be calculated based on a gross pay of Rs. 21,000 after deducting washing allowance, travel, and conveyance. Furthermore, it was highlighted that employers who recruit SC/ST individuals with new PF numbers may be eligible for reimbursement of their contribution under the Asha Deepa scheme by the labor department. The Q&A session provided an opportunity for participating HR professionals to seek clarification on various aspects of labor enactments. Shri Dheeraj Shetty, Immediate Past Chairman, NIPM Mangalore Chapter and Associate Vice President (AVP) Ultraviolette Automotive, Bangaluru meticulously moderated the panel discussion.



During the event, around 70 new members were inducted to NIPM and felicitated. The students Shri. Faruk Shaikh and Ms. Radhika Sani from Prasanna School of Public Health, Manipal, along with Latchiya Priya from Sahyadri College of Engineering and Management, were awarded cash prizes for winning the quiz competition held by NIPM. Additionally, students from School of Social Work, Rohni Nilaya, St. Joseph Engineering College, and MSNM College volunteered during the program.

The past chairman's of NIPM Mangalore Chapter, P A Jose, Dr. Devraj K, Shekhar Pujari, P Suresh, and Dr. Sebastin K V were present during the occasion. Shri. Lakshmish Rai, Secretary of NIPM Mangalore Chapter, proposed the vote of thanks.





Welcome address by Steevan Pinto, Chairman, NIPM Mangaluru Chapter



Lighting the lamp by Chief Guests, Speakers and NIPM executive committee members



A panel discussion on statutory compliances involving Provident Fund, Labour, Factory, and ESI authorities





The Q&A session provided an opportunity for participating HR professionals to seek clarification on various aspects of labor enactments.





Photo Gallery



Vote of Thanks by Lakshmish Rai, Secretary, NIPM Mangaluru Chapter



Photo Gallery



Gratitude and Recognition to Speakers



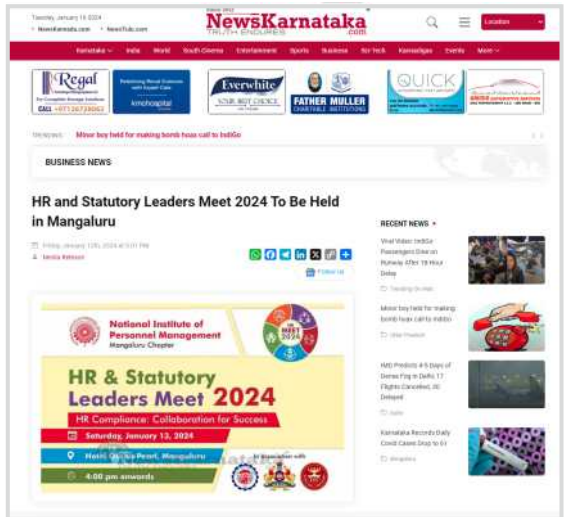


Honouring the Life Members of NIPM





Media Pre-event News HR & Statutory Leaders Meet 2024



**"Strategic Insights into Statutory Compliances:
A Dialogue with Statutory Authorities"**



NIPM Media News HR & Statutory Leaders Meet 2024

NIPM Mangaluru chapter holds HR meet

TIMES NEWS NETWORK

Mangaluru: With an aim to bridge the gap between legal requirements and practical implementation, the HR & Statutory Leaders Meet 2024, organised by the National Institute of Personnel Management (NIPM), Mangaluru chapter, was held recently.

In his keynote address, Nanjappa KG, additional director of factories & boilers, emphasised the importance of adhering to labour and employment laws.

He advocated for implementing clear policies and procedures, highlighting that consistent adherence to the highest standards fosters a positive and productive work environment, and enhances a positive relationship between employers and law enforcing authorities.

During the event, Krishna Hedge, group general manager, HR at MRPL, emphasised the pivotal role of HR professionals in fostering a harmonious work environment through uniform policies and prioritising employee well-being.

Stevan Pinto, chairman of NIPM Mangaluru chapter, emphasized the unique opportunity for HR professionals to directly engage with officials from law enforcement authorities.

During the event, around 70 new members were inducted to National Institute of Personnel Management and felicitated.

- Times of India

Mangalurean Tuesday, January 16, 2024 Sign In / Join

HR & Statutory Leaders Meet 2024: Bridging the Gap between Legal Requirements and Practical Implementation

By Press Release - January 14, 2024

The event was held at the Mangaluru Chapter of the National Institute of Personnel Management (NIPM). The meeting aimed to bridge the gap between legal requirements and practical implementation, fostering a deeper understanding of compliance intricacies.

During the keynote address, Nanjappa K.G., Additional Director of Factories & Boilers, Government of Karnataka, emphasized the importance of adhering to labor and employment laws. He advocated for implementing clear policies and procedures, highlighting that consistent adherence to the highest standards fosters a positive and productive work environment and enhances a positive relationship between employers and law enforcing authorities. Shri Nanjappa also discussed major changes in labor laws, particularly regarding insurance coverage for gig workers, stating that employers will only be applicable in cases of accidents, with fines being the primary form of penalty. He also mentioned that fines collected from employers will be utilized for the welfare of workers. Additionally, he noted that workers' concerns from employers will be utilized for the welfare of workers. Additionally, he noted that workers' concerns from employers will be utilized for the welfare of workers.

Mangalore: HR & Statutory Leaders Meet 2024: Bridging the Gap between Legal Requirements and Practical Implementation

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NewsKarnataka Since 2002 TRUTH ENDURES

Tuesday, January 16, 2024

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BUSINESS NEWS

NIPM Mangaluru Chapter holds HR & Statutory Leaders Meet

Monday, January 15th, 2024 at 9:55 AM

Media Release

The event was held at the Mangaluru Chapter of the National Institute of Personnel Management (NIPM). The meeting aimed to bridge the gap between legal requirements and practical implementation, fostering a deeper understanding of compliance intricacies.

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Home News Features Section: Chapter Specials Live TV RSS/AT

Section 1: HR & Statutory Leaders Meet 2024

Why this? Why that?

Mangaluru, Jan 14: The HR & Statutory Leaders Meet 2024 organized by the National Institute of Personnel Management (NIPM), Mangaluru Chapter, was inaugurated on January 13 at Hotel Ocean Pearl at 4:00 PM.

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TV Chanel News

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"Statutory Leaders Meet 2024: Bridging the Gap between Legal Requirements and Practical Implementation"

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HR & STATUTORY LEADERS MEET 2024

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ಮಂಗಳೂರು: HR & Statutory Leaders Meet 2024

For More News & Updates Log on www.nammakudianews.com

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National Institute of Personnel Management

National Institute of Personnel Management (**NIPM**), Headquartered at Kolkata is the Body of HR functionaries established in the year 1980. NIPM is the premier all India Institute of Professionals engaged in personnel management, industrial relations, labour welfare and human resource development. **NIPM** is a professional, non-profit Institution having its members over 22,000 and about 500 Institutional members spread over 53 chapters in most of the Capital cities & major Industrial towns.

NIPM, Mangaluru Chapter established at Mangaluru during the year 1992 under the initiation of HR Professionals of various Organizations / Banks and faculty members of educational institutions. **NIPM**, Mangaluru Chapter has been conducting various workshops, sessions and talks for the benefit of the members and students studying in various professional Institutions. **NIPM** firmly believes in the dignity of human beings at work and their relationship within the enterprise. Keeping this in mind, **NIPM** is striving to spread the message of Professional Management in Human Resource Management and Development, to promote an awareness of Professional Personnel Management at all levels in different organizations and also to organize activities and programmes at both the national and chapter level with a view to upgrade the skills and professional standards of its members and service providers.



HR & Statutory leaders Meet 2024



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**National Institute of
Personnel Management**
Mangaluru Chapter

In association with



Event Partner



NIPM - Mangaluru Chapter Contact Persons

Chairman

Steevan Pinto ☎ + 91 94808 22004

✉ mlrnipm@gmail.com

Secretary

Laxmish Rai ☎ + 91 93799 19435

✉ nipmmangalore5@gmail.com

🌐 www.nipmmlr.co.in