

ಚಾಮುಂಡೇಶ್ವರಿ ವಿದ್ಯುತ್ ಸರಬರಾಜು  
ನಿಗಮ ನಿಯಮಿತ,  
(ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಸ್ವಾಮ್ಯಕ್ಕೆ ಒಳಪಟ್ಟಿದೆ)  
ನಿಗಮ ಕಾರ್ಯಾಲಯ,  
ಚಾವಿಸನಿನಿ, ಮೈಸೂರು-570017  
Telephone No. 0821 – 2417106



CHAMUNDESHWARI ELECTRICITY  
SUPPLY CORPORATION LIMITED  
(A Government of Karnataka Undertaking)  
Corporate Office,  
Mysuru-570017  
Web Site: <https://cescmysore.karnataka.gov.in/>  
E-mail Id: [cescsc@cescmysore.org](mailto:cescsc@cescmysore.org)

Company Identity Number [ CIN ] :- U40109KA2004SGC035177

ಕ್ರಮಾಂಕ: ಪ್ರವ್ಯ(ಆ ಮತ್ತು ಮಾಸಂ)/ಸಿ.ಎಸ್/ಸ/ಕ-52/2020-21/ ದಿನಾಂಕ: 25 JAN 2021  
20619-24

ಅಧಿಕೃತ ಜ್ಞಾಪನಾ

ವಿಷಯ: ಆರ್.ಇ.ಸಿ. ವತಿಯಿಂದ ಜರುಗಲಿರುವ Webinar on “Labour Laws & Procedures in Dealing Court Cases” ಎರಡು ದಿನಗಳ ತರಬೇತಿ ಕಾರ್ಯಕ್ರಮಕ್ಕೆ ಸಿಬ್ಬಂದಿಗಳನ್ನು ನಿಯೋಜಿಸುವ ಕುರಿತು.

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ಚಾವಿಸನಿನಿ ವ್ಯಾಪ್ತಿಯಲ್ಲಿ ಕಾರ್ಯನಿರ್ವಹಿಸುತ್ತಿರುವ ಈ ಕೆಳಕಂಡ ಅಧಿಕಾರಿಗಳನ್ನು ಆರ್.ಇ.ಸಿ. ವತಿಯಿಂದ ದಿನಾಂಕ: 04.02.2021 ಮತ್ತು 05.02.2021 ರಂದು ಜರುಗಲಿರುವ Webinar on “Labour Laws & Procedures in Dealing Court Cases” ತರಬೇತಿ ಕಾರ್ಯಕ್ರಮಕ್ಕೆ ನಿಯೋಜಿಸಲಾಗಿದೆ.

1	ಅ. ಶ್ರೀ. ಚೇತನ್ ಉಪ ಲೆಕ್ಕನಿಯಂತ್ರಣಾಧಿಕಾರಿಗಳು, ಕಾ ಮತ್ತು ಪಾ ವೃತ್ತ ಮೈಸೂರು. ಆ. ಶ್ರೀಮತಿ ಲಿಂಗರಾಜಮ್ಮ ಕಾ ಮತ್ತು ಪಾ ಚಾಮರಾಜನಗರ-ಕೊಡಗು ವೃತ್ತ. ಇ. ಶ್ರೀ. ಶಿವಕುಮಾರ್(ಪ್ರಭಾರ) ಕಾ ಮತ್ತು ಪಾ ಮಂಡ್ಯ ವೃತ್ತ. ಈ. ಶ್ರೀ. ಜಿ.ವಿ. ರಾಮಚಂದ್ರ ಕಾ ಮತ್ತು ಪಾ ಹಾಸನ ವೃತ್ತ.	ಕಾರ್ಯ ಮತ್ತು ಪಾಲನೆ ವೃತ್ತದ ಎಲ್ಲಾ ಉಪ ಲೆಕ್ಕ ನಿಯಂತ್ರಣಾಧಿಕಾರಿಗಳು
2	ಕುಮಾರಿ ವೇದಾವತಿ ಸಹಾಯಕ ಪ್ರಧಾನ ವ್ಯವಸ್ಥಾಪಕರು (ಆಂತರಿಕ ನಿರ್ವಹಣೆ)	ನಿಗಮ ಕಛೇರಿ, ಮೈಸೂರು
3	ಕುಮಾರಿ ಸಹನಾ ಕುಬೇರ ವ್ಯವಸ್ಥಾಪಕರು(ಆಂತರಿಕ ನಿರ್ವಹಣೆ)	ನಿಗಮ ಕಛೇರಿ, ಮೈಸೂರು
4	ಶ್ರೀ. ಹೆಚ್.ಎಸ್. ಸಂಜಯ್(ಆಡಳಿತ ಶಾಖೆ), ಹಿರಿಯ ಸಹಾಯಕರು	ನಿಗಮ ಕಛೇರಿ, ಮೈಸೂರು
5	ಕುಮಾರಿ. ಹೇಮಿತ, ಸಹಾಯಕರು(ಬಿಲ್ಲುಗಳು)	ನಿಗಮ ಕಛೇರಿ, ಮೈಸೂರು

ಸದರಿ ಕಾರ್ಯಕ್ರಮದ ಶುಲ್ಕ ರೂ. 3,600/- (ಪ್ರತಿ ಅಧಿಕಾರಿಗೆ) ಹಾಗೂ ಜಿ.ಎಸ್.ಟಿ ಮೊತ್ತವನ್ನು ಪಾವತಿಸಲು ಅನುಮೋದನೆ ನೀಡಲಾಗಿದೆ. ತರಬೇತಿ ಕಾರ್ಯಕ್ರಮದ Brocher ಅನ್ನು ಈ ಪತ್ರದೊಂದಿಗೆ

HEM-2  
21/1/21

ಪು.ತಿ.ನೋ.

ಲಗತ್ತಿಸಿದ್ದು ಅದರಂತೆ ಕ್ರಮವಹಿಸಲು ಸೂಚಿಸಲಾಗಿದೆ.

ಮಾನ್ಯ ವ್ಯವಸ್ಥಾಪಕ ನಿರ್ದೇಶಕರವರಿಂದ  
ಅನುಮೋದಿಸಲ್ಪಟ್ಟಿದೆ.

*R. S. N. N.*

ಪ್ರಧಾನ ವ್ಯವಸ್ಥಾಪಕರು(ಆ ಮತ್ತು ಮಾ.ಸಂ)  
ಚಾ.ವಿ.ಸ.ನಿ.ನಿ, ನಿಗಮ ಕಛೇರಿ ಮೈಸೂರು.

ಪ್ರತಿಗಳು:

1. ಮುಖ್ಯ ಪ್ರಧಾನ ವ್ಯವಸ್ಥಾಪಕರು(ಆಂ.ಪ), ಚಾವಿಸನಿನಿ, ನಿಗಮ ಕಛೇರಿ ರವರ ಮಾಹಿತಿಗಾಗಿ.
2. ಮುಖ್ಯ ಇಂಜಿನಿಯರ್(ವಿ),ಕಾರ್ಯ ಮತ್ತು ಪಾಲನ ವಲಯ ಮೈಸೂರು/ಹಾಸನ ಚಾವಿಸನಿನಿ ರವರ ಮಾಹಿತಿಗಾಗಿ.
3. ಅಧೀಕ್ಷಕ ಇಂಜಿನಿಯರ್(ವಿ), ಕಾರ್ಯ ಮತ್ತು ಪಾಲನ ವೃತ್ತ, ಮೈಸೂರು / ಮಂಡ್ಯ / ಹಾಸನ/ ಚಾಮರಾಜನಗರ-ಕೊಡಗು, ಚಾವಿಸನಿನಿ ರವರ ಮಾಹಿತಿಗಾಗಿ ಮತ್ತು ಅಗತ್ಯ ಕ್ರಮಕ್ಕಾಗಿ.
4. ಸಹಾಯಕ ಪ್ರಧಾನ ವ್ಯವಸ್ಥಾಪಕರು(ಎಂ.ಐ.ಎಸ್), ನಿಗಮ ಕಛೇರಿ, ಇವರಿಗೆ ವೆಬ್‌ಸೈಟ್‌ನಲ್ಲಿ ಪ್ರಕಟಿಸಲು
5. ಸಹಾಯಕ ಪ್ರಧಾನ ವ್ಯವಸ್ಥಾಪಕರು (ಆಂ.ನಿ), ನಿಗಮ ಕಛೇರಿ.
6. ಆ.ಕಾ-ವ್ಯ.ನಿ.
7. ಸಂಬಂಧಪಟ್ಟ ಅಧಿಕಾರಿಗಳಿಗೆ.
8. ಮು.ಕ.



Zimbra

cscesc@cescmysore.org

## 2 day Webinar on "Labour Laws & Procedures in Dealing Court Cases"

**From :** REC IPMT <recipmt@gmail.com>  
**Subject :** 2 day Webinar on "Labour Laws & Procedures in Dealing Court Cases"  
**To :** RASHEED MOHAMED NAFI <rmohamednafi@gmail.com>

Mon, 11 Jan, 2021 13:51

1 attachment

Sir/Madam,

Every establishment whether it is small or big, must be compliant with the Labour Laws. Thus, an employer has to know ESIC, EPF, Employee Compensation Act, Contract Labour Act, etc. Further, it is mandatory to make timely compliances of Labour related Laws. Any non-compliance mistakes erroneously / innocently committed by Compliance Authority would land their employers in the saddle of not only heavy penalties but might lead to even arrest of Executives. Besides, not knowing the compliance of laws effectively may cause a company not only to pay heavy penalties and fines but also might result in Labour unrest.

Labour laws and Compliance thereof is essential for all establishments as it creates harmonious and peaceful working relations. The Webinar/Program will cover the following Labour Laws:

- ✓ The Payment of Wages Act, 1936 & The Payment of Wages (Amendment) Act 2017
- ✓ The Employees State Insurance Scheme (ESIC) 1948
- ✓ The Employees' Provident Funds and Miscellaneous Provisions Act, 1952
- ✓ The Contract Labour (Regulation and Abolition) Act, 1970.
- ✓ The Employee's Compensation Act, 1923 & The Employees' Compensation (Amendment) Act 2017

It is in this circumstances, **RECIPMT** proposes a 2-day Webinar on "**Labour Laws & Procedures in Dealing Court Cases**" from **4<sup>th</sup> to 5<sup>th</sup> Febraury, 2021** for the Executives/Functional Heads of the Power Utilities, Public and Private Sector Organizations and Owner Managers to create awareness and knowledge of various labour laws. **The brochure giving the details of the programme is enclosed for kind perusal.**

Therefore, it is requested to kindly send your nominations along with the name, designation and contact details for the above programme at the earliest to, our mail [recipmt@gmail.com](mailto:recipmt@gmail.com) / [recipmt@recl.in](mailto:recipmt@recl.in).

Yours Faithfully,

Dr. R. Mohd. Nafi

आरईसी इन्स्टिट्यूट ऑफ पावर मैनेजमेंट अँड ट्रेनिंग

**REC INSTITUTE OF POWER MANAGEMENT & TRAINING**



(formerly known as Central Institute for Rural Electrification)

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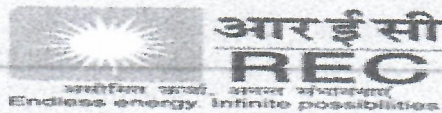
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**REC INSTITUTE OF POWER MANAGEMENT AND TRAINING**  
(FORMERLY CENTRAL INSTITUTE FOR RURAL ELECTRIFICATION)

OF  
**REC LIMITED**

**ORGANISES 2 DAY WEBINAR ON**  
**LABOUR LAWS &**  
**PROCEDURES IN DEALING COURT CASES**  
**4 - 5 FEBRUARY 2021**

**INTRODUCTION:**

Every establishment whether it is small or big, must be compliant with the Labour Laws. Thus, an employer has to know ESIC, EPF, Employee Compensation Act, Contract Labour Act, etc. Further, it is mandatory to make timely compliances of Labour related Laws. Any non-compliance mistakes erroneously / innocently committed by Compliance Authority would land their employers in the saddle of not only heavy penalties but might lead to even arrest of Executives. Besides, not knowing the compliance of laws effectively may cause a company not only to pay heavy penalties and fines but also might result in Labour unrest.

Labour laws and Compliance thereof is essential for all establishments as it creates harmonious and peaceful working relations. It is in this circumstances, **RECIPMT** proposes a 2-day Webinar on "**Labour Laws & Procedures in Dealing Court Cases**" from 4<sup>th</sup> to 5<sup>th</sup> February, 2021 for the Executives/Functional Heads of the Power Utilities, Public and Private Sector Organizations and Owner Managers to create awareness and knowledge of various labour laws.

**OBJECTIVES:**

- ✓ An understanding of the intricacies of Labour Laws is vital to the smooth running of the HR and Payroll functions within companies and
- ✓ To train the Executives to a high level of competence to ensure organizations can administer their contractual and legal obligations efficiently whilst avoiding legal action.

**WEBINAR COVERAGE:**

The Webinar/Program will cover the following Labour Laws:

- ✓ The Payment of Wages Act, 1936 & The Payment of Wages (Amendment) Act 2017
- ✓ The Employees State Insurance Scheme (ESIC) 1948
- ✓ The Employees' Provident Funds and Miscellaneous Provisions Act, 1952
- ✓ The Contract Labour (Regulation and Abolition) Act, 1970.
- ✓ The Employee's Compensation Act, 1923 & The Employees' Compensation (Amendment) Act 2017

The Webinar/Program will cover the following aspects of the above Labour Laws

- |  |  |
|--|--|
| <ul style="list-style-type: none"><li>• Coverage &amp; Applicability</li><li>• Important highlights</li><li>• Compliance aspects</li><li>• Practical issues in day to day compliance</li></ul> | <ul style="list-style-type: none"><li>• Care to be taken by the employer to avoid penal consequences</li><li>• Important judicial pronouncements</li><li>• Procedures in dealing with the court cases.</li></ul> |
|--|--|



## SPECIAL FEATURES OF WEBINAR:

- |  |   |
|--|---|
| <ul style="list-style-type: none"><li>• Virtual Training</li><li>• Training with no travel cost</li><li>• No work disturbance as no travel</li></ul> | <ul style="list-style-type: none"><li>• Join via Mobile Phones or Laptop/Desktop</li><li>• Participate from Secured environment with safety measures in COVID 19 situation.</li></ul> |
|--|---|

**INVITED SPEAKER(s):** Eminent Faculty / Experts will be invited for sessions in their areas of specialization.

**WEBINAR DATE, DURATION & SCHEDULE:** **4 – 5 February 2021 (2 Days).** There will be 4 sessions each day. Each session will be of 90 minutes duration. The programme will be from 10.00 AM to 5.30 PM.

**TARGET AUDIENCE FOR PARTICIPATION:** The training is open to executives/engineers working in various Power Utilities/Departments/Companies. The program is limited to 30 participants, which will be on First come First serve basis.

**NOMINATIONS REGISTRATION AND FEE:** Each Nomination should be accompanied with a requisite fee of **Rs.3,600/- plus 18% GST per participant.** The Course fee may be paid in advance by crossed Cheque/DD/BC drawn in favour of **“REC Institute of Power Management and Training”** payable at Hyderabad. The course fee can also be paid by NEFT/RTGS/Google Pay. The Bank Details of RECIPMT are:

Name of the Bank	HDFC Bank Ltd.	Branch & City	Lakdikapul Br, Hyderabad
Account No.	00210350000930	IFSC	HDFC 0000021
GSTIN	36AAACR4512R3Z0	PAN	AAACR4512R

## REGISTRATION OF NOMINATIONS:

The Executives desirous of attending the above Webinar/Program may register by sending the following details to [recipmt@gmail.com](mailto:recipmt@gmail.com) and copy to [recipmt@recl.in](mailto:recipmt@recl.in) along with a Scanned Copy of the Nomination Order issued by the Organisation or Click the following link and fill-in the information.

**Name:** \_\_\_\_\_ **Designation:** \_\_\_\_\_  
**Organization:** \_\_\_\_\_ **Email-id** \_\_\_\_\_ **Mobile.:** \_\_\_\_\_  
**Details of DD/ Cheque /BC/NEFT/RTGS/IMPS:** \_\_\_\_\_

**After registration, the participants will be sent a link one (1) day prior to the Webinar to participate.**

## MEASURES TO FOLLOW:

- Report for session by 9.45 am on each day.
- Tea/Coffee Breaks: 11:30 – 11:45 & 03:45 – 04:00 pm ; Lunch: 01:15 - 02:15 pm
- Audio/video recording is not allowed. Presentations will be shared by mail.
- Participant to ensure quality and un-interrupted internet connectivity at his end.
- Use a quality audio/video facility.
- Participation is limited to invitation only. Forwarding the link to others is strictly prohibited.
- The participants are requested to adhere the time schedule fixed for the training.
- **Participants will have to join the class through the Link provided Via Web browser (Google Chrome) with their Full name entered.**

For further information please contact Dr. R. Mohd. Nafi, GM & Program Coordinator at his mobile number 94412 96670.

**REC INSTITUTE OF POWER MANAGEMENT AND TRAINING (RECIPMT)** is a premier training Institute of REC Ltd, a CPSE, Govt. of India established 40 years ago at Hyderabad and recognized by Central Electricity Authority (CEA). RECIPMT is dedicatedly working for human resource development of power sector. RECIPMT has organized long term, short term, induction and customized training programmes and workshops on Technical, Management, Finance & Accounts, HR, Information Technology and Energy Conservations areas relating to Power Generation, Transmission, Distribution and Renewable Energy.

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