



Action points for Employers

under the New Labour Codes

Decoded by TalentCo HR Services LLP

1

Re-evaluate every employee's CTC structure

The new wage definition caps allowances at **50%**.

Action: Redesign compensation to stay compliant.

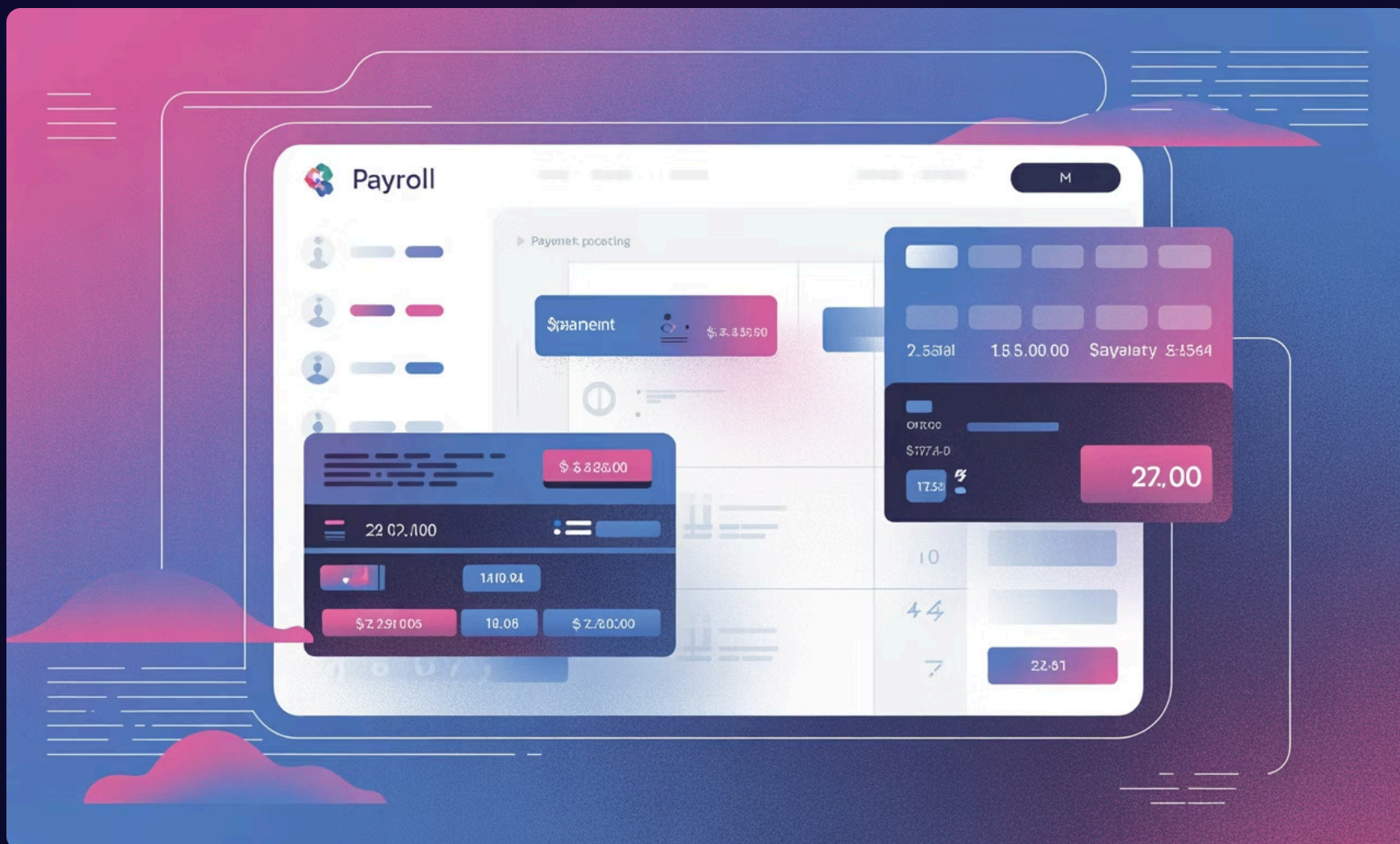


2

Ensure timely wage payments for ALL employees

Wage timelines now apply universally.

Action: Standardise payroll processing.

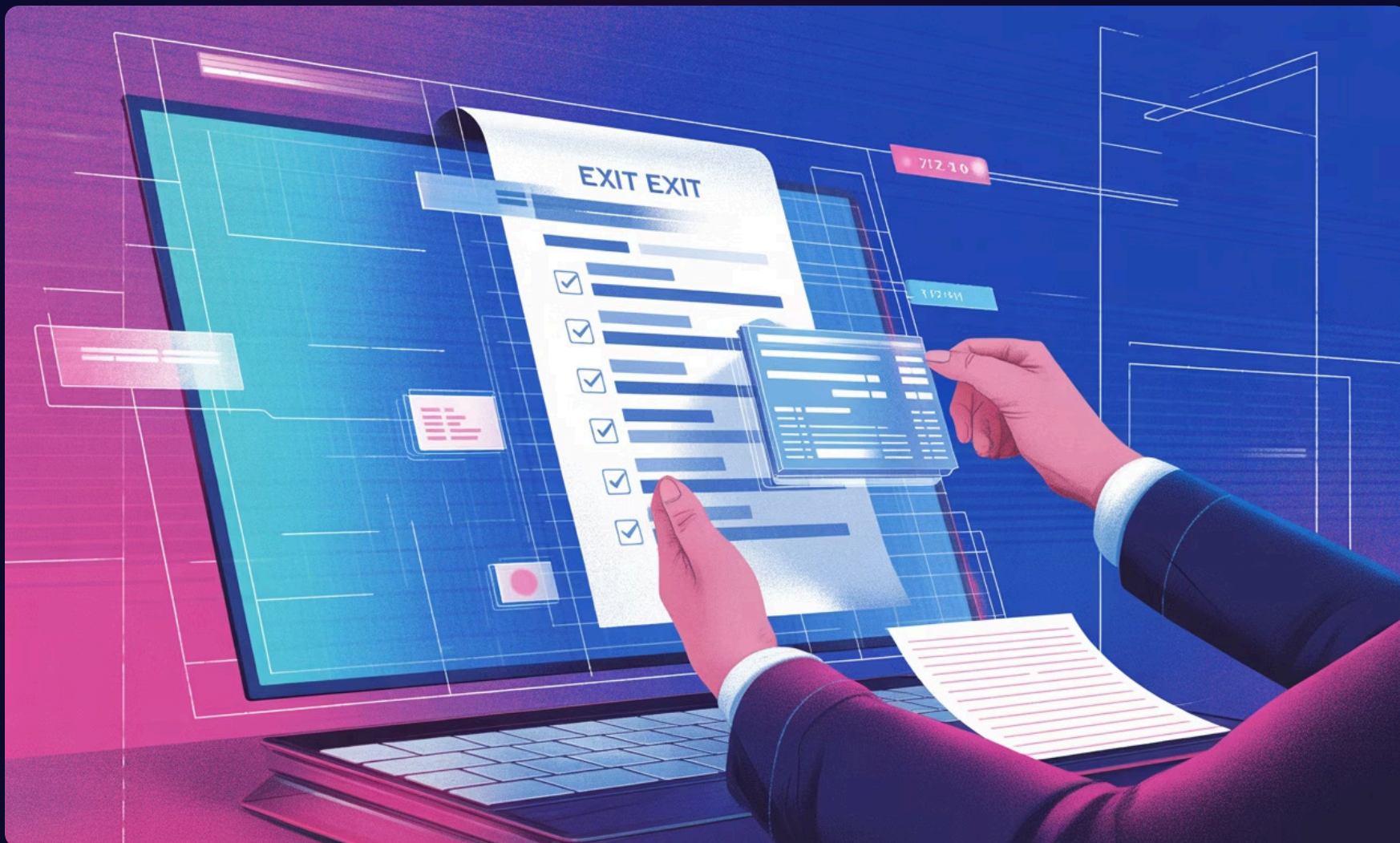


3

Process **Full & Final** settlements within 2 days

Applies to resignations as well.

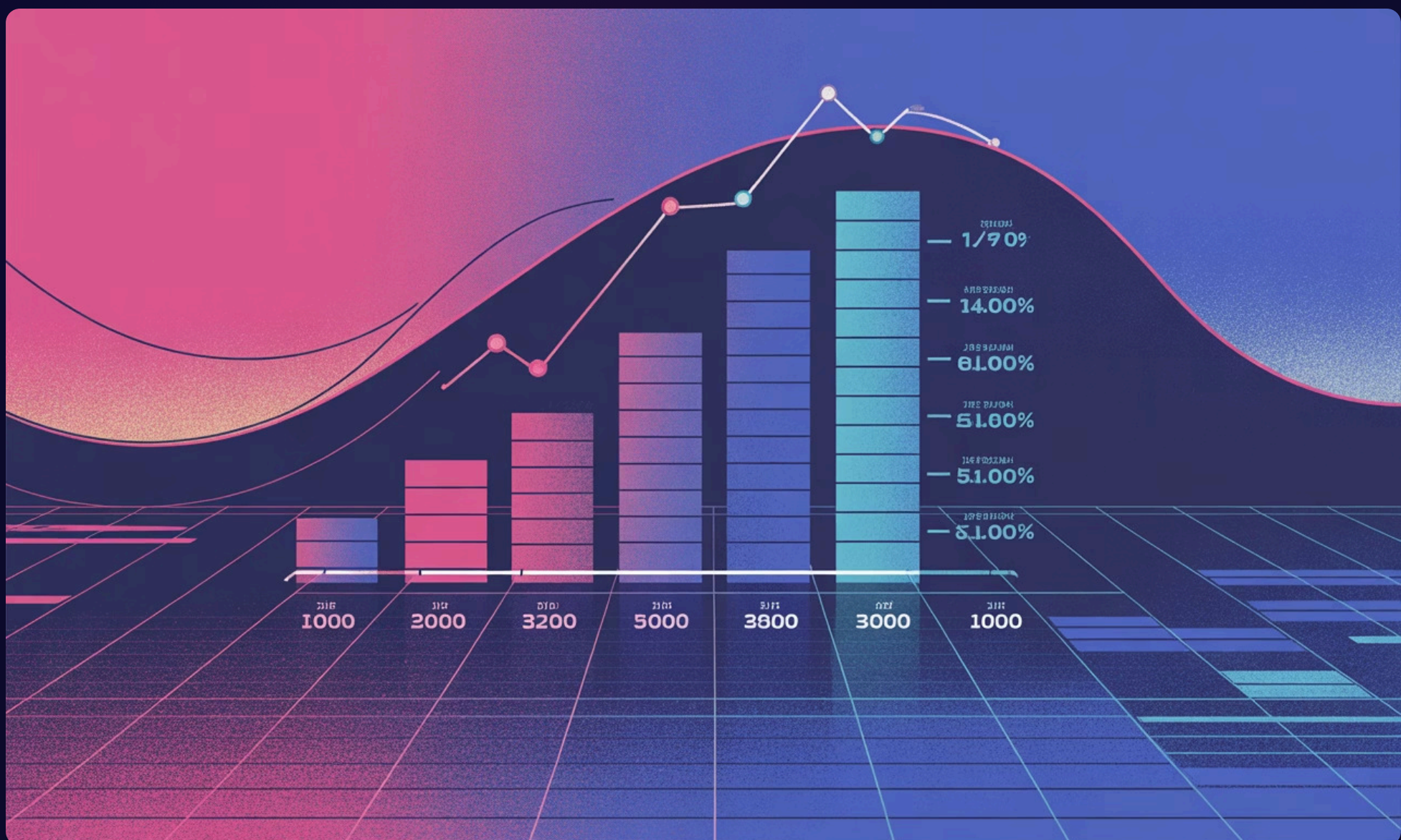
Action: Update exit workflows and payroll SOPs.



4

Apply minimum wages across all roles

Action: Identify and uplift roles below threshold.

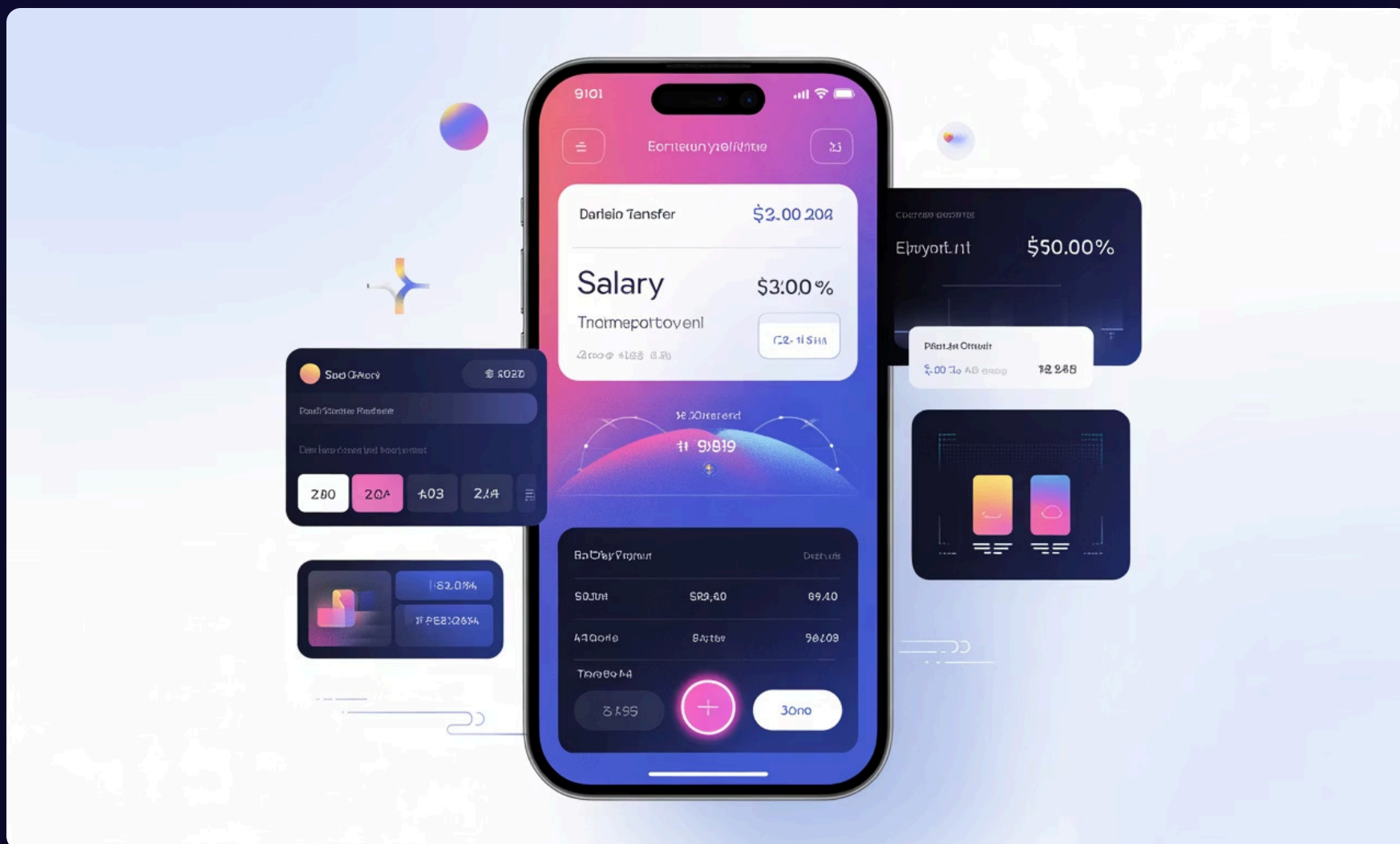


5

Move fully to electronic wage payments

Digital payments are now formally recognised.

Action: Clean up any cash components.



6

Register (or re-register) your establishment electronically

Mandatory under multiple Codes.

Action: Complete unified e-registration.



7 Issue appointment letters to **ALL employees within 3 months**

A new employer duty under OSHWC.

Action: Create standardised appointment templates.



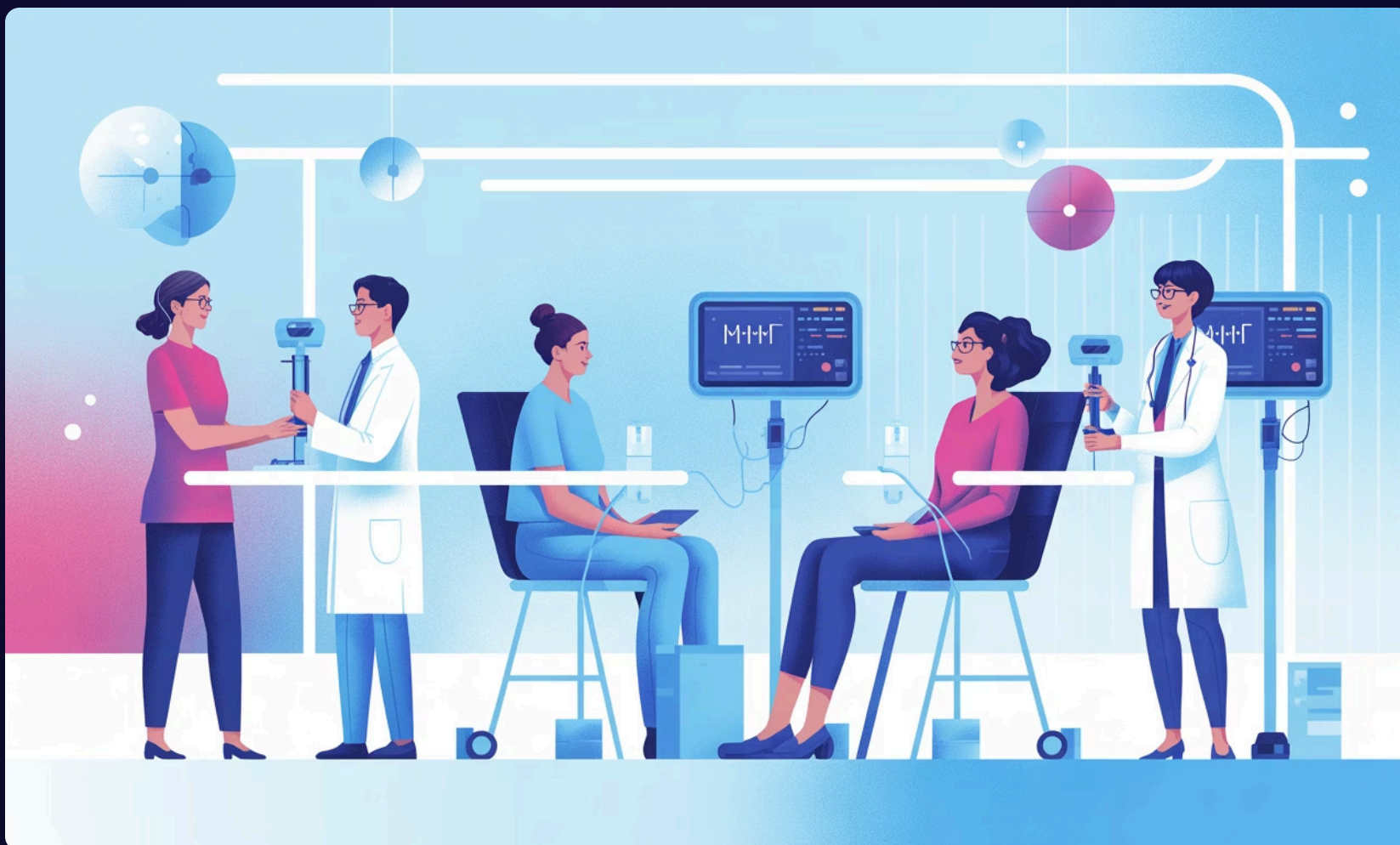
8

Provide free annual health check-ups and medical tests

For employees **over the age of 40**.

Medical tests for all workers in hazardous industries

Action: Partner with health providers for annual screenings.



9 Map your entire workforce — including gig, platform & fixed-term talent

The Codes expand workforce definitions.

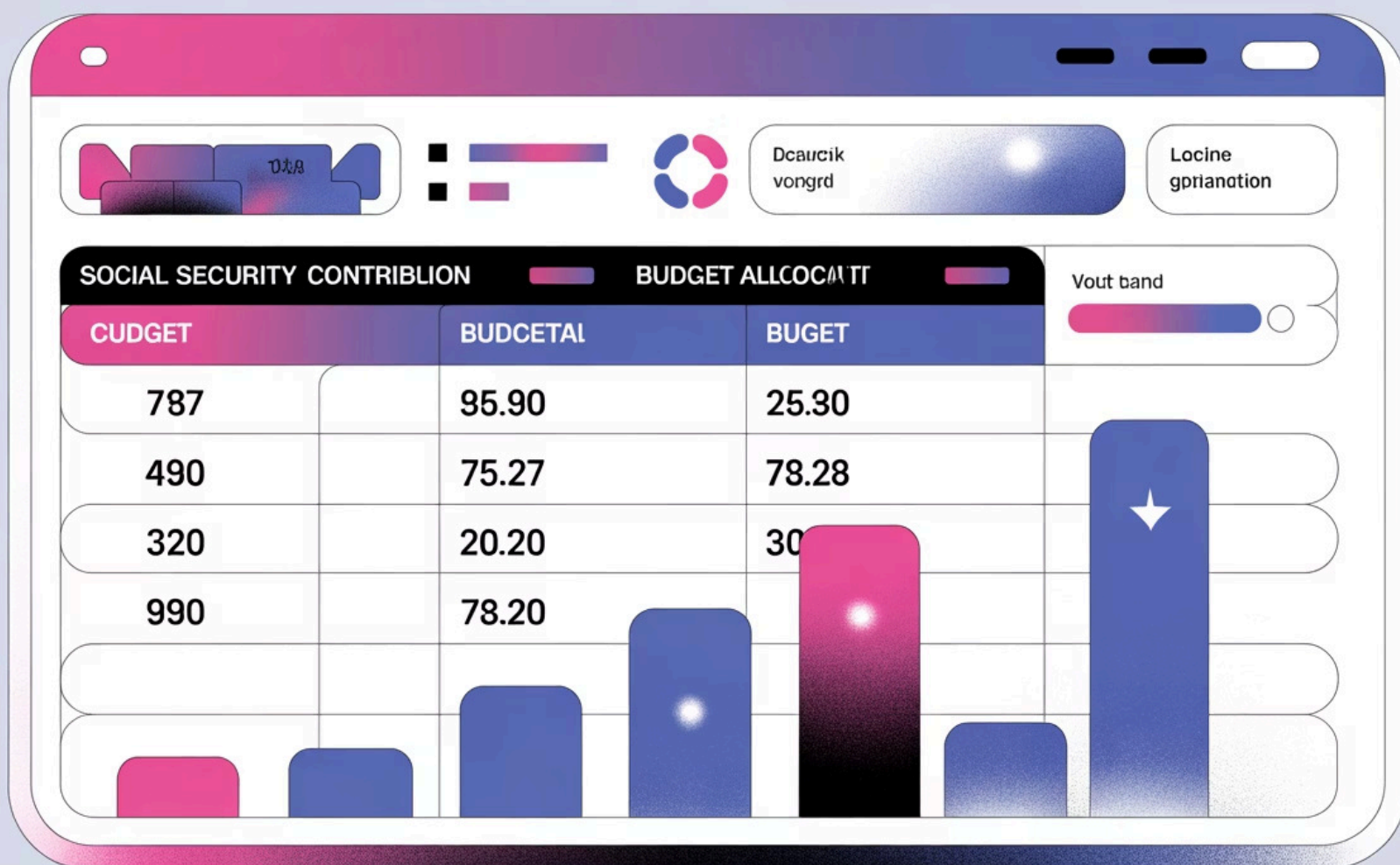
Action: Update HRMS categories and contracts.



10 Prepare for upcoming social security contributions for gig & platform workers

Future contributions will become mandatory.

Action: Start financial provisioning now.



11 Extend gratuity to fixed-term, seasonal & piece-rate workers

Coverage has widened significantly.

Action: Recompute eligibility and cost impact.



12 Update maternity, medical & crèche policies

Notice increased to **8 weeks**

Medical bonus = **₹3,500**

Crèche mandatory for **50+ employees**

Action: Refresh policies and infrastructure.



13 Reconstitute your Grievance Redressal Committee

Up to **10 members**, equal representation, women proportionate.

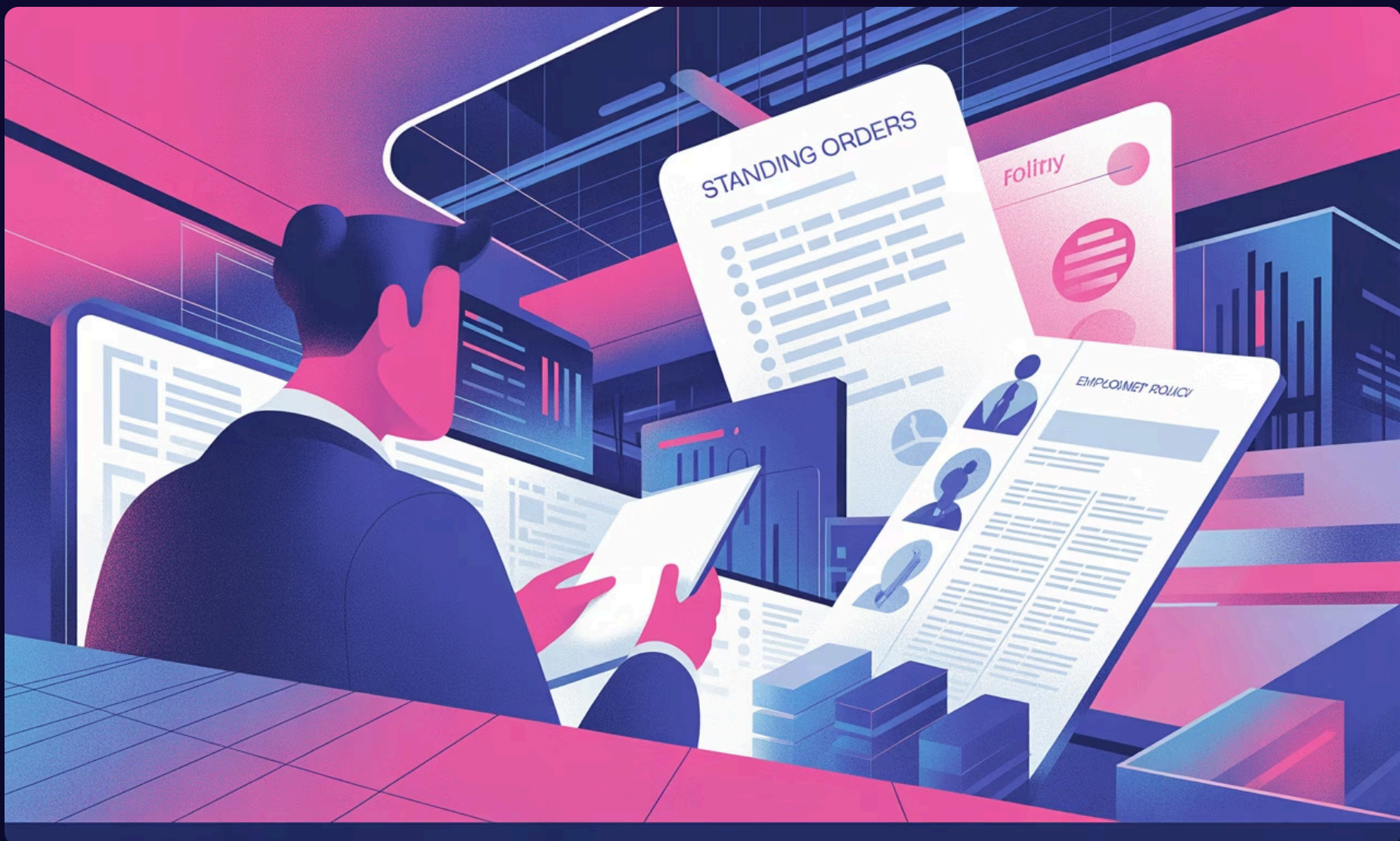
Action: Update GRC formation and procedures.



14 Check applicability of Standing Orders (now 300+ employees)

Threshold significantly relaxed.

Action: Review your internal employment documentation.



15 Budget for mandatory Re-skilling Fund contributions

15 days' wages per retrenched worker.

Action: Include this in workforce planning.



16

Align working hours, overtime & leave policies

8 hours/day, 48 hours/week

Leave eligibility = 180 days

Action: Update HR policies and attendance systems.



17 Enable women to work night shifts (with protections)

Consent + safety + transport required.

Action: Build and document safe-work protocols.

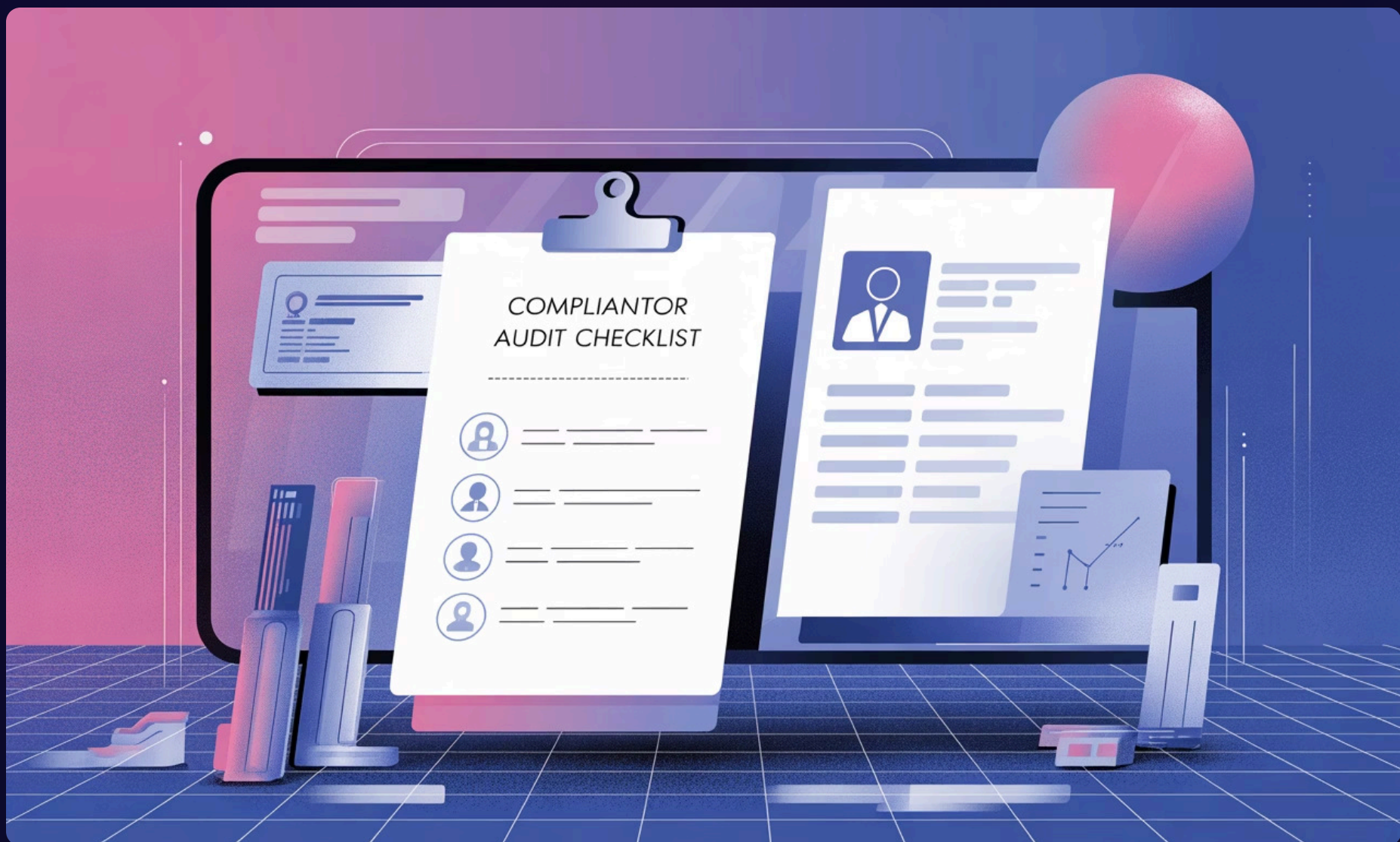


18

Review contract labour deployment

Core activities have restrictions; only licensed contractors allowed.

Action: Conduct a contract labour audit.



TalentCo HR Services can run a **Compliance Readiness Audit**

to help you identify gaps, quantify impact and prepare an action plan, **before these codes become operational** in enforcement in April 2026.



Connect with our HR compliance experts for a guided transition



DM us to begin your Labour Code Audit

www.talentcohr.com