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Narayana Health

NARAYANA HEALTH HOSPITALS

UNIT: NH RABINDRANATH TAGORE INTERNATIONAL INSTITUTE OF CARDIAC SCIENCES

Slogan: Health for all. All for health.

Faculty Guide:

Prof. Jogendra Behera

Corporate Mentor:

Mrs. Anupriya Roy

Done By:

Sagar Ganguly

Roll No: 15202111

Batch: 2015 - 2017

Date: 11-09-2016

Time: 4:10:08 PM

Introduction

- Founder & Chair person: Dr. Devi Shetty
- Branches (36 branches)
- Kolkata Branches: Rabindranath Tagore International Institute of Cardiac Sciences, Malty speciality Hospital (2)
- Headquartered in Bangaluru, India.
- Telemedicine Service provider (One of the largest in the world)
- Types of Treatments they do:

Cardiac, Kidney, Neurosciences, Oncology, Tele medicine, Eye care treatments etc.

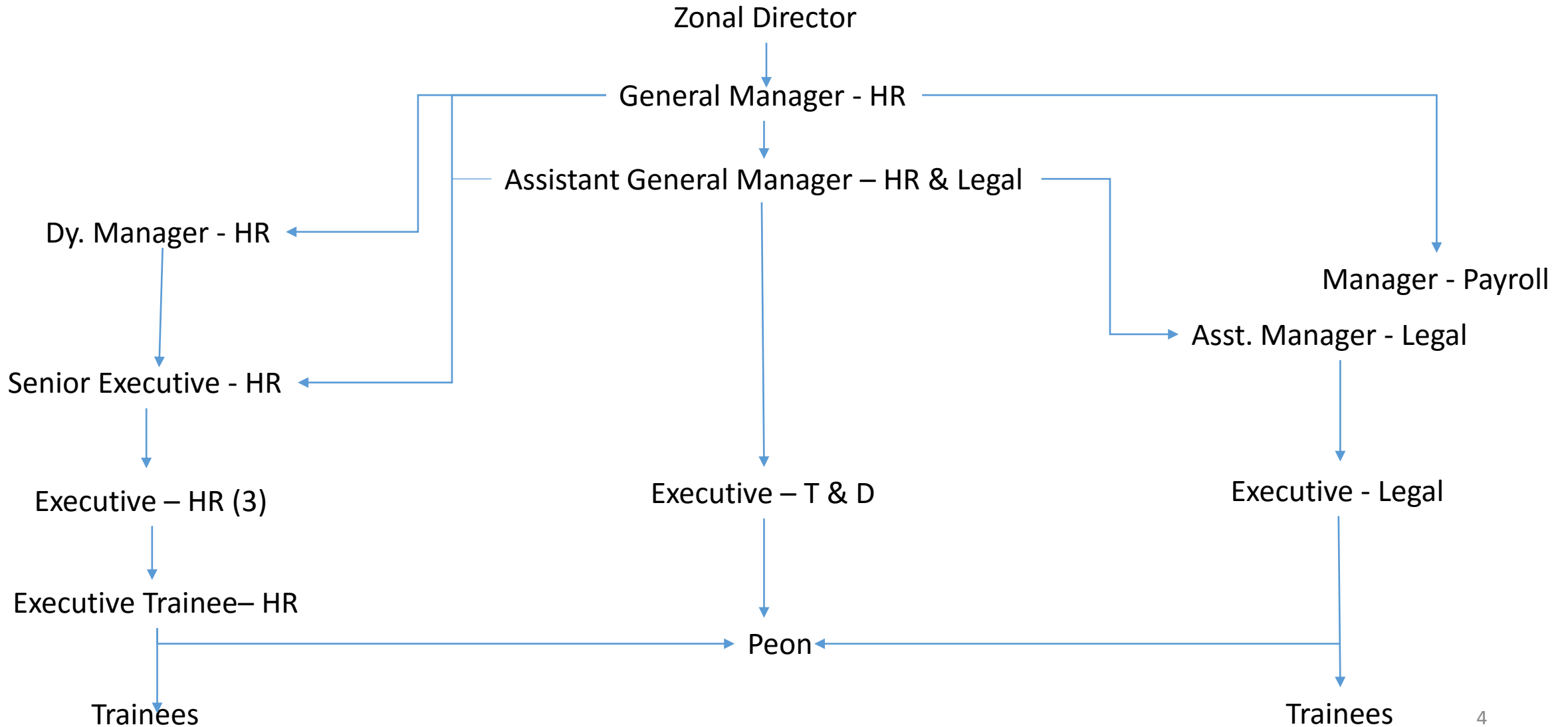


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Front side of NH Rabindranath Tagore International Institute of Cardiac Sciences



HR department of NH - RTIICS



Statutory Compliance

- What it means?
- What are the things coming under it?
- Why it is so important to maintain?

Some Essential Laws Must Have to be Maintained

- Minimum Wages Act. 1948
- Payment of Wages Act. 1936
- Payment of Bonus Act. 1965
- Maternity Benefit Act. 1961
- ESI Act. 1948
- PF & Miscellaneous Provisions Act. 1952
- Contract Labor Act. 1970
- Employment Exchanges Act. 1959
- Shops & Establishment Act. 1953

Minimum Wages Act. 1948

Categories	Zone A	Zone B
(a)Unskilled	Rs.7230.00	Rs.6634.00
(b)Semi-Skilled	Rs.7954.00	Rs.7296.00
(c)Skilled	Rs.8750.00	Rs.8026.00
(d)Highly Skilled	Rs.9624.00	Rs.8830.00

[Supporting 1](#)

[Supporting 2](#)

[Supporting 3](#)



Payment of Wages Act. 1936

- Wages on time
- Not applicable for 18 thousand or above salary

Supporting 4

Payment of Bonus Act. 1965

- Applicable for whom?
 1. Rs. 21000
 2. 8.33%
 3. 20%
 4. Within 8 months

[Supporting 5](#)

[Supporting 6](#)

Maternity Benefit Act. 1961

- Eligibility

1. 80 days minimum work before 1 year of delivery
2. If less than 15000salary then they may get ESI benefits.

[Supporting 7](#)

[Supporting 8 \(Form M\)](#)

[Supporting 9 \(Form O\)](#)

[Supporting 10 \(Form L\)](#)

[Supporting 11\(Form N\)](#)

ESI Act. 1948

Supporting 12

Supporting 13 (Payment)

Audit (NABH)

- Why audit is needed?
- What are the documents auditors looking for?

- Observations
- Key Learnings
- Suggestions
- My Contribution



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THANK YOU