

Day long workshop on

Salary & Wage Management

(in accordance with Labour Laws & Superior Court Judgments)

October 25, 2018

09:30 AM to 04:30 PM

Sunfort Hotel, Lahore



Introduction

Salary & Wage Management plays a vital role for every organization. With the passage of time and enactment of labour laws it becomes sometime complicated accordance with law and for its compliance. The purpose of this workshop is to learn in accordance with legal and statutory point of view about Salary & Wage how to well manage it within organisation, it is sometime makes more difficult to understand and organizations lead towards unnecessary litigations. In order to not only save organisations but also avoid difficulties and overcoming litigations hurdles in the way of organisations, so particularly it is a greater need for HRD and Finance professionals to learn and grip over the subject. As per statutory obligation it is necessary to well know about Salary & Wage Administration techniques, tools and concepts in order to avoid prolonged and huge litigation cost. In this workshop participants will know the best practices of well known organizations and statutory obligations and will be able to run smooth functions of Salary & Wage Management with better understandings of the concept.

About Softax

Softax (Pvt) Limited has been established in 1997 with an objective to part with affordable quality training in the field of Taxation & Corporate laws, Internal Audit, Accounting and Finance etc. by introducing a unique teaching concept of "learning for solutions". Today Softax is proud to have trained over 28,000 Corporate Executives and arranged more than 800 workshops and short courses.

Resource Person



Mr. Asif Amin (Advocate) has over 17 years of service experience in multi-national and well reputed national organizations.

Some of his renowned serving organizations' sectors include Pharmaceutical, Banking, Telecommunication, FMCGs, Health Care etc.

He has conducted numerous workshops on corporate management & legal topics (includes complete range of Industrial Relations Laws, Employment Laws, HRM & Banking Laws etc with practical approach). He imparted training to senior professionals of numerous leading multi-national and well known organizations in Pakistan.

He has provided training to over 7500 professionals from more than 700 plus leading MNCs and Well Known Corporate Organizations in Pakistan.

He is a Practicing Advocate of High Court and being a Legal Consultant specific dealing in Human Resources Management, Industrial Relations Laws, Employment Laws, Banking Laws & Commercial Laws.

He has also participated and was interviewed in various Live Business Talk Shows in TV Channels. His written research legal articles has been published in various leading research law magazines.

Day long workshop on

Salary & Wage Management

(in accordance with Labour Laws & Superior Court Judgments)

October 25, 2018

09:30 AM to 04:30 PM

Sunfort Hotel, **Lahore**

Course Contents

- **Wage & Salary Overview as per Labour Laws**
 - Wages Classification & Objective
 - Wages versus Salary
 - Salary/Wage Breakups
 - Case Laws
 - Practices of MNCs and Well-knowns Companies
- **Law of Working Hours & Overtime**
 - Law of Overtime and Distribution Mechanism
 - Working Hours (Federal & Provincial) Laws
- **Wages determining factors, effects and legality**
 - Minimum Wages Board - Legality
 - Wages & Collective Bargaining as per Labour Laws
 - After Effects on Wages through Collective Bargaining - Legality
 - Financial Impacts on Wages – Legality & Solutions
 - Equity and Natural Justice
- **The Law of Bonus and Practices for Employment Categories**
 - Employment Classification as per Labour Laws
 - Bonus Concept in Law
 - Types of Bonus as per Labour Law
 - Distribution Mechanism of Bonus
- **Judiciary forums related to Salary & Wages**
 - Judiciary Forum for Salary/Wages Claims
 - Recent Court Judgements
- **The Law of Gratuity & Provident Fund (Overview)**
 - The Law of Gratuity
 - Case Laws of Gratuity
 - The Calculation Mechanism of Gratuity
 - The Law of Provident Fund in view of Labour Laws
 - Provident Fund Percentage –Legality & Solution
 - Provident Fund Percentage –(Federal & Provincial) Laws
 - Provident Fund Trust - Concept
 - Provident Fund versus Gratuity
- **The Law of WPPF (Overview)**
 - The Law of The Companies Profit Workers Participation (WPPF)
 - WPPF (Federal & Provincials)
 - WPPF (Calculations and Distribution Mechanism)
 - Sindh WPPF –(Calculations and Distribution Mechanism)
 - Recent Legal Development
 - Case Laws of WPPF
- **Statutory Bindings and Organizational Practices**
 - Fringe, Benefits and Compensation as per Labour Laws
 - Compensation Rates (Federal & Provincials)
 - Termination of Employment and Compensation
 - Types of Terminations
 - Compensation versus Performance

Registration Details

Please send the following information of the participant(s) through e-mail:

1. Name of Participant 2. Designation 3. Organization 4. Telephone # 5. Cell # 6. E-mail

Workshop Investment:

Up to last Date: **Rs. 16,500/-**

After last Date: Rs. 17,500/-

+16% PST

(Inclusive of Course Material, Relevant Case Studies, Lunch, Tea, and Certificate of Participation.)

10% Discount

on a group of 3 participants
from one organization

For Registration & Details:

Mr. Adeel Afzal

(Workshop Coordinator)

C: 0323-4144002

E: training@softax.com.pk

Softax (Pvt) Limited

Softax House, 51 / A-2,
Lawrance Road, Lahore.

Phone: 042-36312148