



Consultancy & Advisory Services

STRATEGIC REGULATORY INTELLIGENCE FOR MAHARASHTRA BUSINESSES

Proactive compliance advisory, risk identification, and ongoing regulatory support — ensuring your business stays ahead of labour law obligations and is always inspection-ready.

- Labour Law Advisory
- Risk & Gap Assessment
- Inspection Representation
- Dispute Prevention
- Statutory Applicability
- Ongoing Support

01 — LABOUR LAW ADVISORY

Advisory on Labour Laws

Expert advisory across Maharashtra and central labour legislation — keeping your business legally current as laws evolve and new codes come into force.

- Factories Act, 1948 advisory
Health, safety, welfare & employment obligations for manufacturing units
- Maharashtra Shops & Establishments Act 2017
Commercial premises obligations, registration & working conditions
- CLRA, MLWF & allied labour law guidance
Contract labour, welfare fund & minimum wages applicability
- EPF, ESIC & Professional Tax advisory
Threshold applicability, exemptions & contribution obligations
- Industrial Relations & Standing Orders advisory
IR Code applicability, model standing orders & dispute frameworks

02 — RISK & GAP ASSESSMENT

Compliance Risk Assessment & Gap Analysis

A structured review of your compliance posture — identifying gaps, exposure areas, and priority actions before regulators do.

- End-to-end statutory compliance health check
EPF · ESIC · PT · LWF · CLRA · Factories Act · S&E
- Prioritised gap report with risk rating matrix
High / medium / low exposure with recommended remediation actions
- Statutory register & documentation review
Missing, outdated or non-compliant records identified

03 — INSPECTION REPRESENTATION

Representation Support During Labour Inspections

Government inspections are high-stakes. We prepare your team, manage the process, and represent your organisation from first notice to final closure.

- Pre-inspection documentation review & preparation
Registers, notices, returns & records made fully inspection-ready
- On-site representation during DISH, Labour & ESIC inspections
- Response drafting for inspection notices & show-cause letters
- Compounding of offences & penalty mitigation support
- Post-inspection compliance closure & follow-up





04 — DISPUTE PREVENTION

Dispute Prevention & Documentation Advisory

Most labour disputes arise from documentation failures. We build the preventive frameworks that stop disputes before they start.

- Employment contract & appointment letter review
Legally sound documentation aligned with Maharashtra labour laws
- Standing orders drafting & certification advisory
- Grievance handling & disciplinary procedure advisory
Show-cause, domestic enquiry & termination procedure support
- Conciliation & pre-litigation advisory

06 — ONGOING COMPLIANCE MANAGEMENT SUPPORT

 <p>MONTHLY COMPLIANCE CALENDAR</p> <p>Proactive tracking of all due dates — EPF, ESIC, PT, LWF, Factories Act returns & more</p>	 <p>REGULATORY CHANGE ALERTS</p> <p>Timely updates on amendments, new circulars, revised thresholds & government notifications</p>	 <p>PERIODIC COMPLIANCE REVIEWS</p> <p>Quarterly structured reviews to identify new gaps & close open actions before they escalate</p>	 <p>ON-CALL ADVISORY ACCESS</p> <p>Direct access to our advisors for queries, inspection notices & urgent compliance situations</p>
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THE HR CHASE ADVANTAGE

 <p>DEEP MAHARASHTRA LABOUR LAW EXPERTISE</p>	 <p>PROACTIVE RISK & GAP IDENTIFICATION</p>	 <p>INSPECTION & AUTHORITY REPRESENTATION</p>	 <p>DISPUTE-PROOF DOCUMENTATION SYSTEMS</p>	 <p>RETAINER & PROJECT MODELS AVAILABLE</p>
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