

Further we would like to draw attention to the following point :-

- 1) Social Security tax & TDS on Salary is separate taxes levied by the government.
- 2) Contributors of the the Social security tax may be provided benefits by the government for Unemployment allowance, Medical benefits etc.
- 3) Though Social security tax has been deposited by the employees working in various Govt. Private & other organisations, no details has been maintained of the contributors of the social security fund and now secretariat has been formed for the same.
- 4) It is advised to circulate the necessary instructions to the member to compile the data with the documentary evidence regarding the amount deposited on behalf of employees to the Tax office .
- 5) It is advisable that HR policy of the organisation to be made compatible with the upcoming labour laws, Social security Tax & other laws and proper working may be required at our end also

Regards
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