

Chapter - 18

* Law of wages
Unit - I.

* Time Payment of Wages :-

If employment is terminated wages earned must be paid within 2 working days after termination

Lecture - 02

25/sep/24.

* Claims arising out of deductions from wages or delay in payment of wages and penalty for malicious or vexatious claims :-

- If a deduction from wages is made or if wages are delayed contrary to the law. the affected employee can apply to appointed authority for relief.
- Claims must be filed within 12m from the date of deduction or due date of wage payment
- Once claim is filed authority will hear both employee and employer and they may conduct necessary enquiries.
- If authority finds in favour of employee they can order refund of deducted wages.

(ii) direct Payment of delayed wages.

- Grant Compensation which can be up to 10 times the deducted amount.
- in case of delayed wages Compensation betⁿ 15000 - 3000.
- Even if deducted or delayed wages are paid before the claim is settled Compensation may still be awarded up to ₹2000.
- Cases should be solved within 3m from registration. This period can be extended if both parties agree for valid reason.
- Authority will not direct Compensation for delayed wages if they find that delay was due to :
 - (i) Bonafied error or dispute.
 - (ii) Emergency or exceptional circumstances that made it impossible for employer to pay.
 - (iii) Employers failure to apply for or to accept payment.

* Malicious Or Vexatious Claim :-

- if authority determines that claim was made with malicious intent or was vexatious they can impose a penalty of ₹ 375 to be paid by person who filed the application to employer or responsible party.