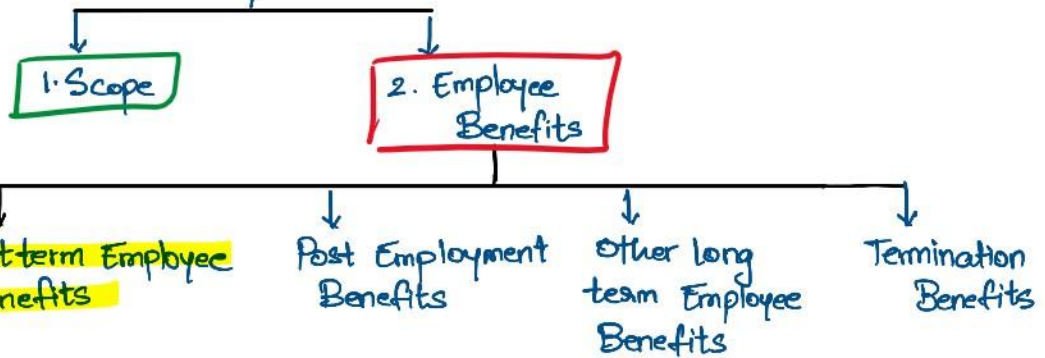
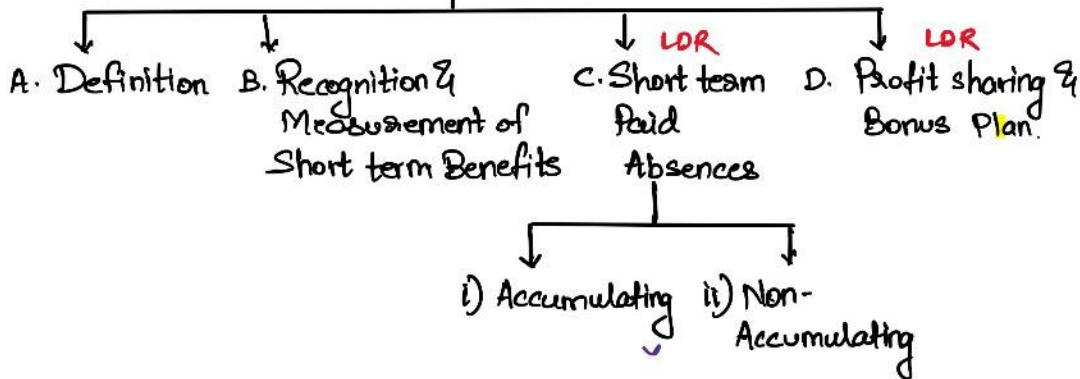


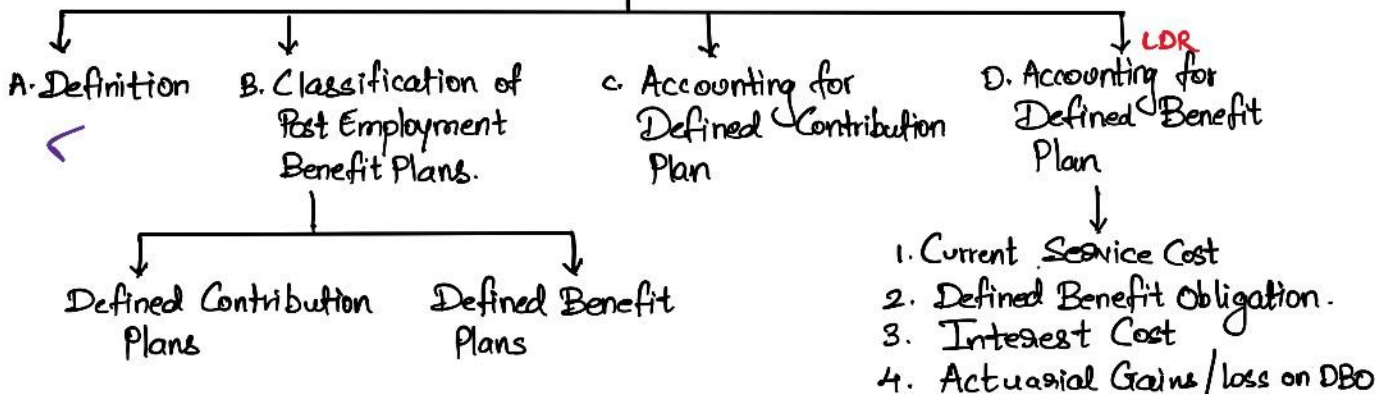
LDR 8-10 marks
Ind AS 19 - Employee Benefits.



3. Short-term Employee Benefits



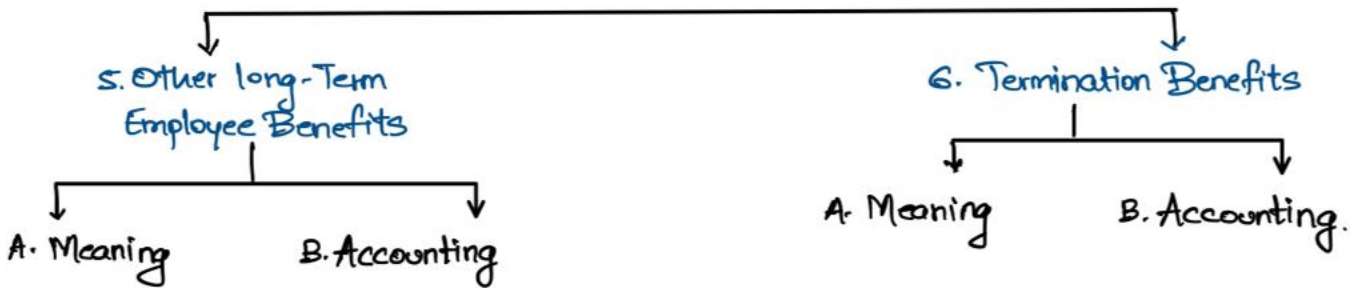
4. Post Employment Benefits



Defined Contribution Plans

Defined Benefit Plans

2. Defined Benefit Obligation
3. Interest Cost
4. Actuarial Gains/Loss on DBO
5. Past Service Cost (PSC)
6. Plan Assets
7. Expected Return on Plan Assets
8. Actuarial Gain/Loss on Plan Assets
9. Curtailment & Settlement
10. Net Defined Benefit Liab^y/Asset
11. Net Interest Exp/Income
12. Asset Ceiling
13. Remeasurement Gain/Loss



1. Scope

- SBP → Not covered
↳ Ind AS 102.

• (PF) Fund → Accounting → NOT covered. ←

• (PF) Fund → Alcing → NOT covered. ←
 [Reposting by employee Benefit fund]

9. Short term Employee Benefits

Emp. Ben. which are DUE within 12 months from the end of reporting period.



B. Recognition & Measurement of Short Term Emp. Benefits.

- ① Salary/Wages
- ② Bonus [Profit Sharing Plan]
- ③ Leave Compensation.

(a) If paid

J.E.
 Salary Acc Dr [P/L]
 To Cr

(b) In Salary accrued But NOT paid

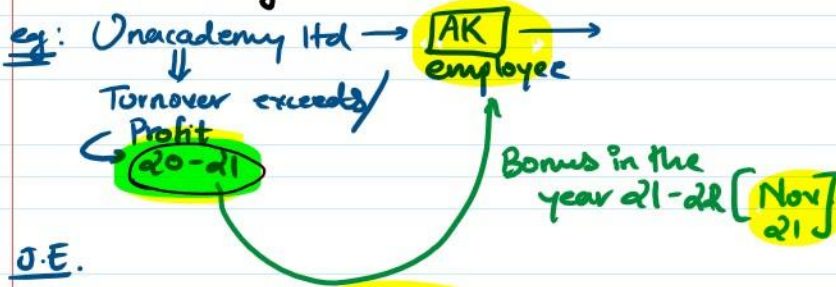
Salary Acc Dr [P/L]
 To Cr Sal^y. [Liab^y]

(c) If Sal^y paid in Advance.

Prepaid Salary Acc Dr. [Asset]
 To Cr

Note: If employee is involved in construction of PPE - (Sal^y)
 ↳ of Inventory the Cap. to cost of Asset.
 ↳ Add to cost of Inventory.

② Profit Sharing Plan (eg. Bonus)



J.E.

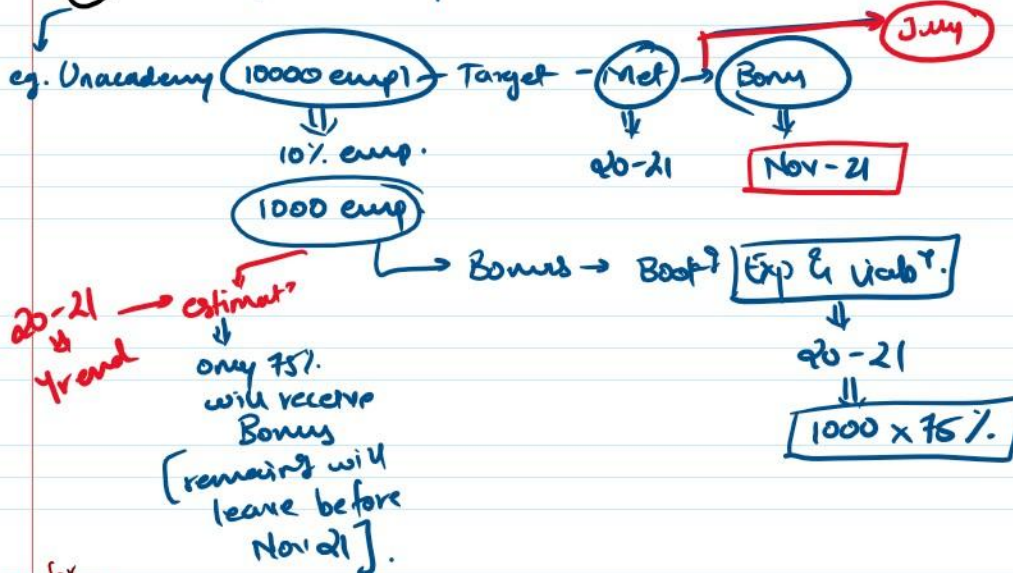
20-21 [trend] Bonus A/c Dr [P/L - EBE]
TO Bonus Payable [Liab^y]

↓
[Book a Liab^y only when there is an obligation]
when target is met

Nov 21
Bonus Payable [Liab^y - Rev]
TO CB

Note: ① The above is NOT Distribution of Dividend.
[Because it has been paid to employee in his capacity as employee].

② What Book? Bonus Exp & Liab^y → Co. will consider estimates

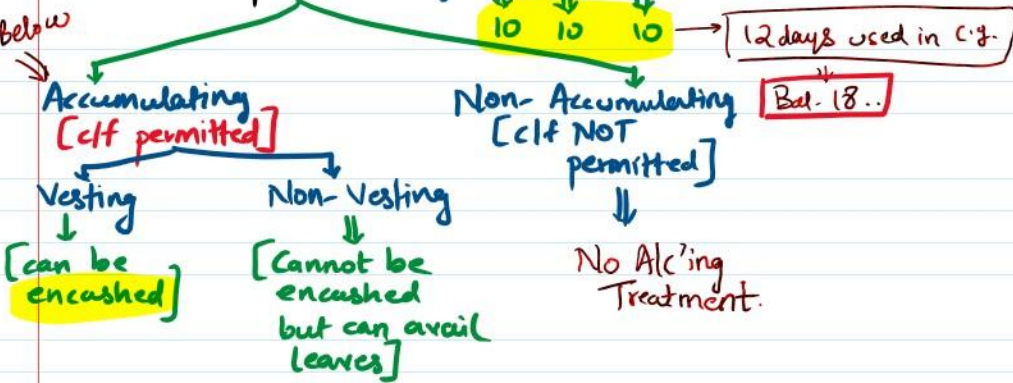


only for Und.

- OFU
- If extra Prov/ Liab^y Booked in c:y → & Paid less in Next yr [Reverse the excess prov]
 - If less booked in c:y → & Paid More in Next yr. [Book the extra exp]

③ Leave Compensation [eg. CL, SL, PL]

eg. below



Eg: Unacademy Ltd → Mr. Ak ⇒ 12d p.a. → yr. 20-21

Every Year 30 leaves → But can be (clf)

Year 20-21.

365 days.
 (-) leaves Available (30 days) [0 Availed]
 335 days. → Ak worked for 365 days.

Salary 12d p.a.

4 year Sal^y Exp 12d
 TD Cr/B 12d.

[365 days - working]

30 days → leave earned → 1 lakh.

Salary / Leave Comp. Dr. [P/L - FBE] 1L

TD Liab^y Cr. [Liab^y] 1L

Year 21-22

Case 1

→ NOT encashed but availed extra leaves.

365 days.
 leaves Available → (30 days) 20-21
 ↳ (30 days) 21-22. } Availed all 60 days

305 days → working.

Salary → 12d

J.E. Sal^y Exp. Dr. 11L → [305 days]

Crab^y Cr. Dr. 1L.

TD Cr/B 12d.

[305 days - working]

Note: Co → will Book Liab^y for leave compensation [Accumulating] (in the year in which leave is earned by employee)

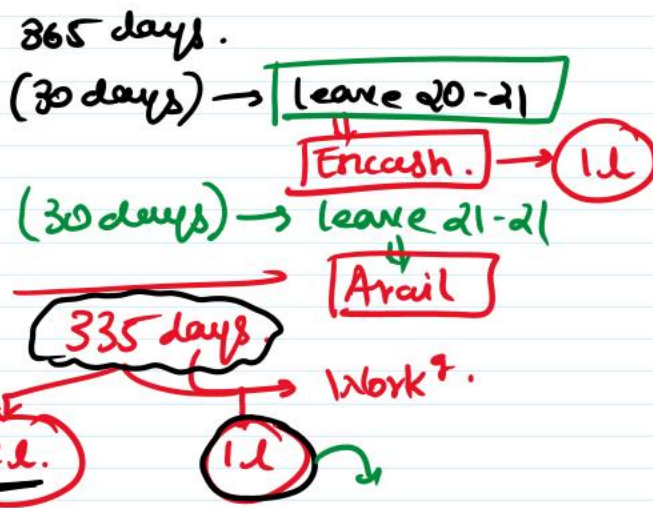
Case 2

yr 20-21
 ↓
 Same as
 about
 ↓

J.E. Sal^y Exp 12d
 TO CB 12d

Sal^y/leave Comp
 TO Liab^y.

yr 21-22.



J.E.
 Sal^y → 12d
 Liab^y (1d)
 TO CB 13d

Note: While Book^y Liab^y/Exp for C^y. Leaves earned.
 Co. will consider estimates for leaves which won't be
 accrued or will lapse in future.

(eg. Leaves Earned by all employees = 100
 Co. expects employee will be able to
 use only 70.)

C^y. Book Exp & Liab^y for only 70 leaves.
 If est. change in future → Revise Liab^y