



Corporate Profile

2023



Visit Our Website
www.trimurtigroup.co.in



About Company

Trimurti Group & Project Support Consultants is a Pune Labour Laws Compliances Services providing company.

We are pleased to introduce ourselves as one of the leading Consultants in Greenfield Projects, MPCB Compliances, Factories Act 1948 Compliances, Monthly Compliances under PF, ESI, PT, MLWF. Liaisoning & Renewals Services under Labour Laws, Labour Office compliances, Assessments and Personal hearings, Statutory Audits, Payroll Process Outsourcing & Hiring & Sourcing Temporary Staffing

We have Great Value in our relationship with our clients with whom we maintain a very close interaction and thus success lies in providing successful service back up to our clients with mutual consent and Co-Operation

We are committed to providing satisfactory services to the customer through prompt & Quality output at value Prices. We assure you of the best service at all times and look forward to a warm and long-standing association with you.



Founder Profile

A seasoned HR professional turned out to be a well-known face in Pune's HR fraternity. Adv. Aadi has seen the problem areas and pain points all HR across industries are facing when he worked with majors in Pigments, Chemical, Heavy Engineering, Textile, Electronics, Healthcare, Pharma, Energy, Automotive and ITES industries in his career.

Adv. Aadi quit his job and set up his own HR consulting firm mainly focused on labour laws compliance within a short time span Trimurti Group acquired more than 700+ clients of repute across all domains and industries.

He is a **BSL, LLB, DLL & LW & MBA(HR)** by education and personally handles many clients as a consultant too. Do not miss to call him to check on your query and the suggested solution by him which is based on his decade's experience and handling, many key and successful labour laws audits, labour compliance, new business setups & required registrations, Staffing challenges and assignments



Director Profile

Adv. Machindra is a highly skilled and experienced director of Trimurti Groups & Project Support Consultants. He has a strong educational background, having completed his LLB, DLL&LW, MBA(HR), and BSc. Biotech degrees. His vast experience in the Heavy Fabrication and Construction Sector and expertise in Audits & Compliances have enabled him in providing valuable insights and advice to many clients.

His commitment to excellence and providing the highest quality of service has made him an asset to Trimurti Groups & Project Support Consultants. With his vast experience and expertise, he has been able to ensure that Trimurti Groups & Project Support Consultants remain at the forefront of the industry.

If you have any further questions or concerns related to the solutions suggested by him, feel free to contact him. His vast knowledge and experience in handling labour laws audits, labour compliance, new business setups & required registrations, staffing challenges and assignments will surely help you in addressing your queries.





Company Vision

Our vision is to be the leading HR consulting and compliance supporting firm, delivering exceptional services and solutions that empower organizations to achieve their goals, foster a positive work culture, and enhance employee satisfaction.

Company Mission

Our mission is to provide comprehensive HR consulting and compliance supporting services that are tailored to meet the unique needs of each organization we serve. We strive to empower our clients to develop and implement effective HR strategies, policies, and practices that align with their business objectives, comply with legal and regulatory requirements, and promote a diverse and inclusive workplace. Our goal is to build long-term partnerships with our clients, helping them to succeed by delivering value-added solutions and exceptional customer service.



Why we

At Trimurti Group & Project Support Consultants, we are committed to providing our clients with the best consultancy and management services. We assure you the best service at all times and look forward to a warm and long-standing association with you. Contact us today to learn more about our services and how we can help your business.



Our Services

We offer a wide range of consultancy services to businesses in various industries. Our services include:



Green Filed Project Compliances (New factory Set up Compliances)



MPCB Consent & Compliances (C2E, C2O, C2OR)



The Factories Act 1948 Compliances Services



Monthly PF, ESI, PT & MLWF Compliances Services



Labour Laws Registration, Liasioning, Renewals Services (Labour License, RC under CLRA, BOCW License)



Assessment & personal hearing under Various Labour Laws

Our Services

We offer a wide range of consultancy services to businesses in various industries. Our services include:



Due Diligence & Audit / Internal Statutory Audits



Monthly Payroll Process Outsourcing Services



Hiring & Sourcing Temporary Staffing Outsourcing Services



Contract Labour & Regulations and abolition Act (CLRA) Compliances

Greenfield Project Support

During Post Construction

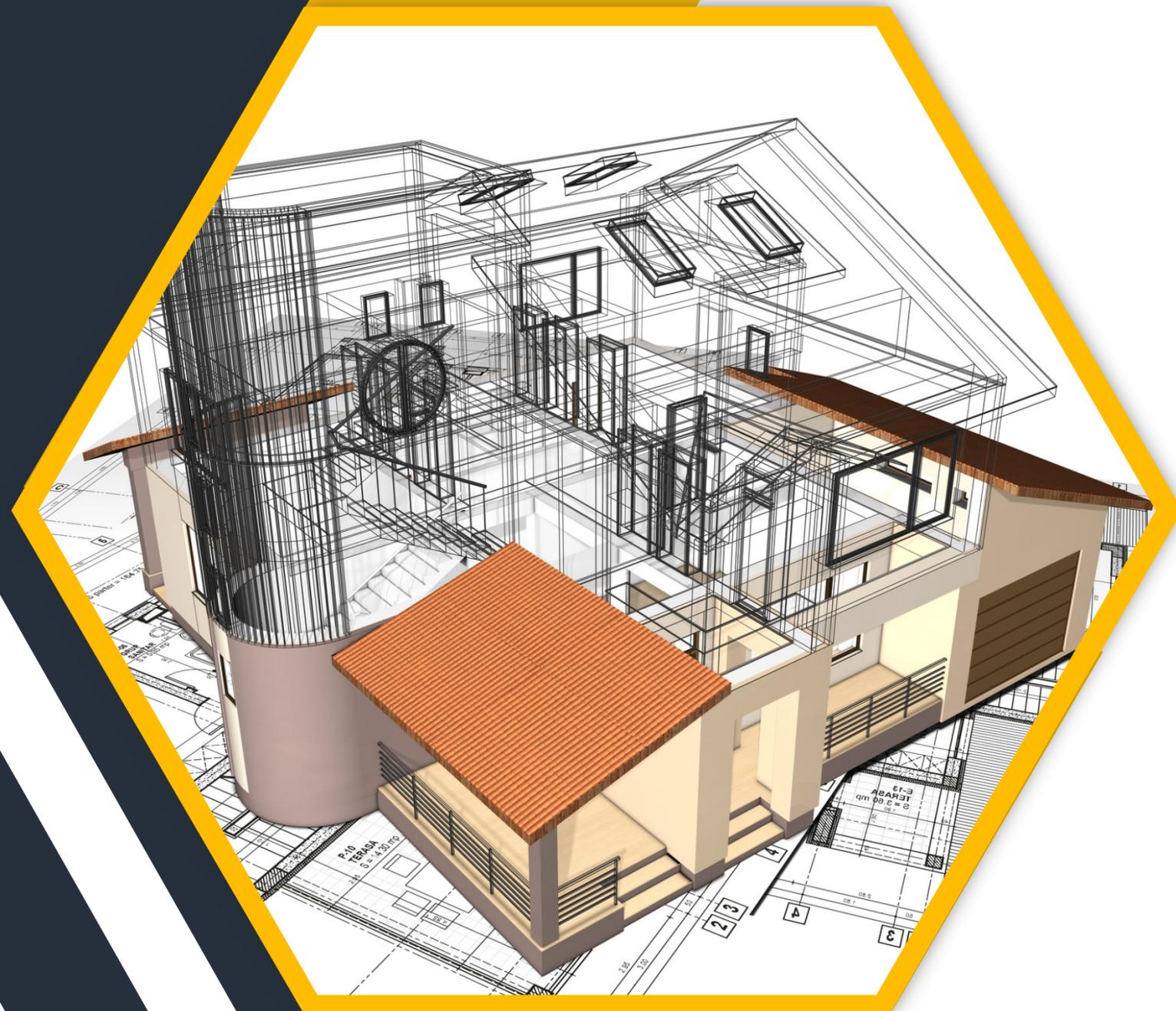
- 1) **Consent to Operate** - Consent to Operate (C2O) from Maharashtra Pollution Control Board (MPCB)
- 2) **Various Audits** - Generally, the plans are approved by the DISH office on certain conditions regarding safety health & environment. (Like Safety Audit, Fire Audits, Hazard identifications & Risk Assessment, Ventilation(HIRA), Noise, illumination survey, Preparation onsite emergency plan, Medical of All Employees Authorised Auditors)
- 3) **Stability Certificate** - Building Stability certificates Form 1A under MFR 1963 from Chartered Engineer
- 4) **Factory License** - Registration & Grant Of Licence from Director Of Industrial Safety & Health (DISH)
- 5) **Final Fire NOC** - Final Fire NOC from Fire Advisor Government Of Maharashtra
- 6) **PESO Final License** - Grant Of Licence for storage of petroleum product with No Objection Certificate From Hon. District Collector & Various Local department Chief Controller of Explosives (CCOE) Nagpur or JT CCOE New Mumbai
- 7) **Final NA Order** - NA Government Demarcation from Superintendent of land Record Or TILR
- 8) **Building completion (BCC)** - Building Completion & Occupancy Certificate from Tahsildar, Town Planning / PMRDA/MIDC



Greenfield Project Support

More License Part

- 1) **BOCW License** - Ensure BOCW License by Contractor before starting site of Contractor from Labour Dept (Asst. Commissioner of Labour)
- 2) **Contract labour Permission** - Application to Labour Dept of Registration of Establishment under Contract labour Act (CLRA) - RC from Labour Dept (Asst. Commissioner of Labour)
- 3) **Sub Let from MIDC** - Leave & License Agreement with Company & Sub- Let from MIDC if MIDC Plot (if Rented)/Purchase of Plot from MIDC Dept
- 4) **Conditional Factory License** - To Submit Application for Conditional factory License (if Non- Hazardous Factor Director Of Industrial Safety & Health (DISH)
- 5) **FSSAI License** - Food & Drugs License (For Food Industry Sector) FSSAI-(Maharashtra)-Information about Food Safety Department
- 6) **Various License under Labour Laws** - Application for Various of labour Laws, Renewal/Registration of Establishment under Contract labour act, Provident Fund Act, ESIC, PTRC, MLWF Act , any many more Various Authority



MPCB Consent & Compliances (C2E, C2O, C2OR)

MPCB certification made simple with our expert consultancy services Any new or existing company like a factory or a manufacturing unit requires various types of Consent from the Govt. of Maharashtra, One of the vitals is MPCB Compliances & Consent. Trimurti Group has been closely associated with companies all over Pune, Satara, Nashik, A' Nagar, Mumbai and has delivered MPCB Compliances & Consent and has also taken care of renewals, Amendment, expansion of related consent.

Category/Type of Consent - White, Green, Orange & Red

There are Various types of consent issued under the provisions of Water (P & CP) Act 1974 and Air (P & CP) Act, 1981.

- 01. Consent to Establish (C2E)
- 02. Consent to Operate (C2O)
- 03. Consent to Operate Renewal (C2OR)

More Services

- 04. Amendment of Consent
- 05. Consent to Establish Expansion
- 06. Amalgamation of old & new Consent
- 07. Bailing of Scrap Consent (Collection & segregation)
- 08. E-Waste NOC

Scope of Work

- Identify of the Industry (White, Green, Orange & Red)
- Co-Ordinate for Documents preparation
- Submit Online Application to MPCB Portal
- Technical assessment of factory and data with MPCB Officials
- Timely follow up with MPCB for the smooth process of documents
- Resolve query in case of if any
- Getting of Consent copy



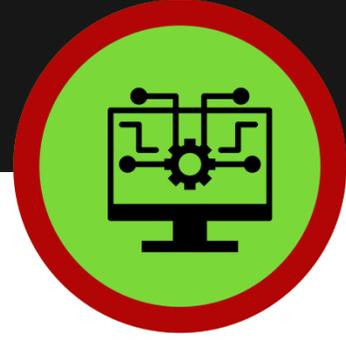
The Factories Act 1948 Compliances Services

Our Services



- 1) Preparation & Drafting Factory (Building) Plan & Machinery Layout According to Maharashtra Factories Rule 1963.
- 2) Preparation & submission of Factory (Building) Plan & Machinery Layout along with Form No-1 & required Documents to Joint Director of Industrial Safety & Health (Factory Inspector).
- 3) Follow-up & Guidance to the Employer for Complying various Provision for Approved Factory (Building) Plan & Machinery Layout from Joint Director of Industrial Safety & Health (Factory Inspector).
- 4) Obtained & Submission Stability Certificate (Form 1-A) to submit Joint Director of Industrial Safety & Health (Factory Inspector).
- 5) Preparation & Application for Registration of Factories (Factories License) Along with requisite Fees to Joint Director of Industrial Safety & Health (Factory Inspector).
- 6) Preparation & Application for Renewal/Amendment of of Factory License, Factory Plan, Change the Manager, Occupier, HP, Manpower
- 7) Safety Audit, HIRA, JSA (Job Safety Analysis Report), Fire Audits, Ventilation, Noise, Illumination Survey, Electrical Safety Audits, Examination of Lifting & Tackles & Pressure Vessels (Form No 11 & 13).
- 8) Preparation & maintain of various Registers & Records as provide under the like Register of Adult of Workers, Register of Child Workers, Register of Leave with Wages
- 9) Preparation & Submission of various forms ret

Monthly PF, ESI, PT & MLWF Compliances Services

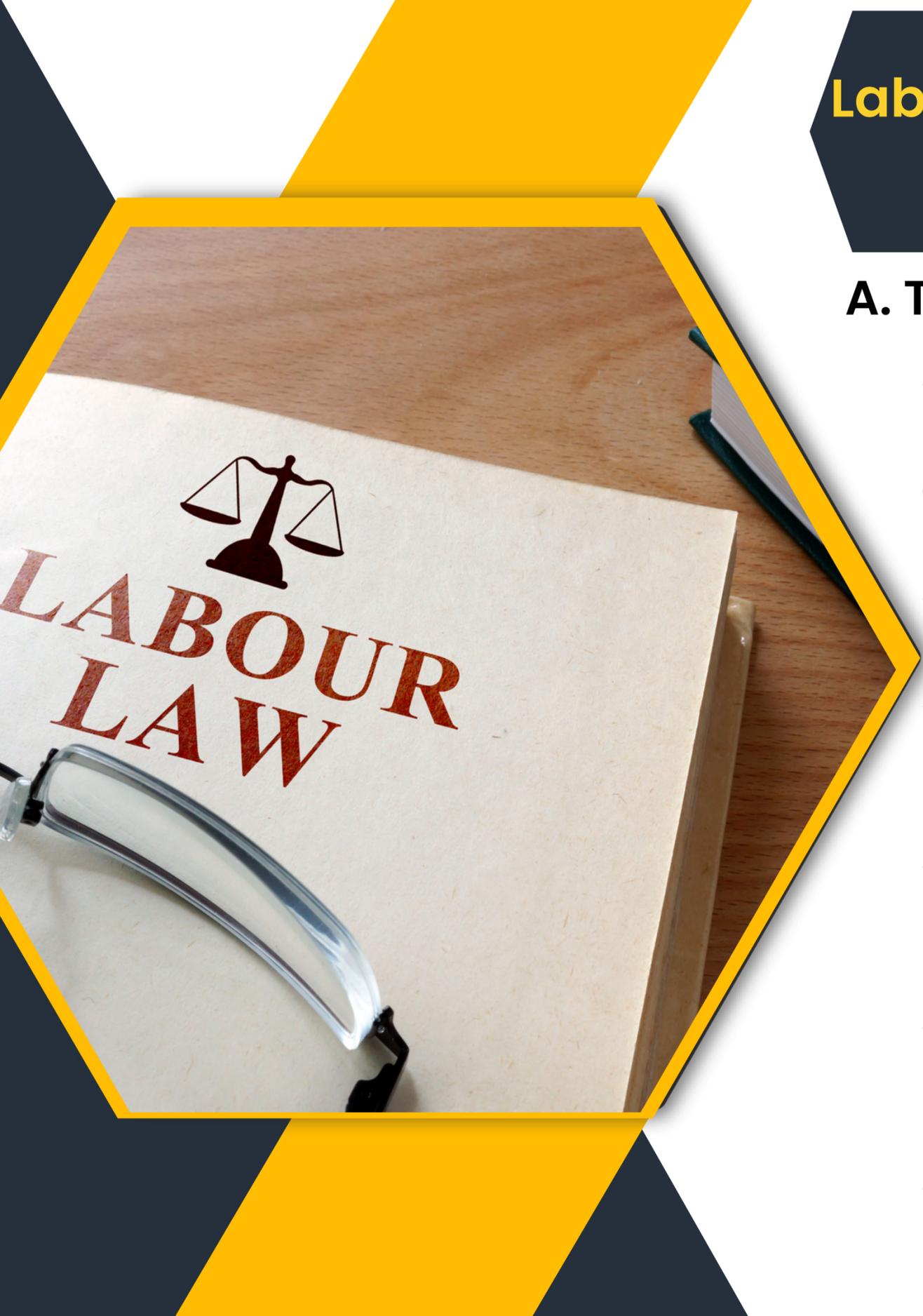


1. Registration of establishment under EPF, ESI, PTRC, PTEC & MLWF Act.
2. Working on The Monthly PF, ESI, PTRC Monthly and Annually Contribution from Salary / Wages / Compliance Data provided by company.
3. Preparation on monthly Challan/Half Yearly based on data provided by the client, uploading to same on PF portals
4. Setting proper SOP for, Various Forms & Procedure, like form No 11(Revised),19, 10C, 9, 5, 10, 13
5. Provide training & co-orientate to the client for UAN Activation, KYC Approvals using E-Signed / Digital signature, Online E-nomination, PF Transfer, Withdraw of PF Advance & final settlements
6. Ensure retirement benefits Like Pension of Superannuation, Retirements, Total PF Withdraw & In case death of Employee Proceed the death case claim for Dependent Pension, Insurance under EDLI, Total PF Withdraw
7. Allotted ESIC Number & E-Pahchan card of each coverable employees.
8. Educate and update the clients with various developments and amendments by providing transparent support.
9. Coordinate various matters, other legal matters, and represent the clients to EPF, ESI, PT, MLWF Authorities

Labour Laws Registration, Liasoning, Renewals Services (Labour License, RC under CLRA, BOCW License)

A. The Building and other construction workers Act (BOCW)

- Obtaining New Registration Certificate (RC) for Principal Employer/Factory/ Establishment for deploying construction Worker at Construction site under Contract Labour Act from Labour Commissioner.
- Obtaining New BOCW License for Contractors from Labour Commissioner
- Renewal/Amendment/Surrender of BOCW License from time to time from Labour Commissioner.
- Preparation & Maintaining of Various registers as provided under the BOCW act,
- To Help in Preparation & maintenance to various Record Like Wage slip, Muster Roll as per BOCW Act.
- Assistance to Ensuring Compliances of the provision of the BOCW act related to Disclosure, Notices, Displays, Deductions etc.



LABOUR
LAW

Labour Laws Registration, Liasoning, Renewals Services (Labour License, RC under CLRA, BOCW License)

We are providing following Services in Compliances to the Provision of Payment of Wages Act 1936.

B. The Payment of Wages Act 1936

- 1) Providing Day to day consultancy for matters pertaining to Payment Wages.
- 2) Ensuring/Assisting in Complying with the provisions of the act related to disclosure, notices, displays, Fine, Deductions etc
- 3) Maintain Various registers & records as provided under this act
- 4) Replying/satisfying show cause notice issued by the Inspector
- 5) Representing the Factory/Establishment before the Inspector



Labour Laws Registration, Liasoning, Renewals Services (Labour License, RC under CLRA, BOCW License)

We are providing Following Services in Compliances to the Provision of Payment of Bonus act 1965.

C. The Payment of Bonus act 1965

- Providing day to day Consultancy on matters pertaining to payment of Bonus.
- Assistance to calculation of accurate amount of Bonus.
- Assistance in treatment of available Surplus/Allocable Surplus like Set On/Set Off, Carry Forward.
- Preparation & Submission of Annual Return as prescribe under the act to Labour Office (Form No A, B, C, D)



Labour Laws Registration, Liasoning, Renewals Services (Labour License, RC under CLRA, BOCW License)

We are providing following Services in Compliances to the Provision of Payment Gratuity Act 1972

D. The Payment Gratuity Act 1972

- Obtaining Registration of Establishment with the controlling Authority
- Assistance to Calculating the amount of Gratuity payable to Employees
- Assistance to obtaining appropriate Gratuity Plan from Insurance Company for Meeting with the liability of the Employer towards payment of gratuity
- Preparation & Submission of Nomination forms with the controlling authority
- Assistance to Ensuring to various provision of the act related to Disclosures, Notices, Deductions, Forfeiture Etc (Like Notice of Opening, Declare Authorized person)
- Representing Establishment before Inspector



LABOUR
LAW

Labour Laws Registration, Liasoning, Renewals Services (Labour License, RC under CLRA, BOCW License)

E. The Maharashtra Shops and Establishments (Regulation of Employment and Conditions of Service) Act, 2017



- We are providing Following Services in compliance to the Provision of Shop & Establishment Act.
- Registration of establishment Shop & Establishment under this act.
- Assistance of Establishment in Complying various provisions of the act related to working Hours, Minimum of wages, Leave applicable etc.
- Preparation & maintenance of various records as Prescribed under this act.
- Assistance of Establishment in complying various provisions of the act related Display, Notices, Disclosure.

Assessment & personal hearing under Various Labour Laws

- Attending & Personal hearing various matters, other legal matters, 7A, 7Q & 14B, and represent the clients to EPF, ESI, Professional Tax, MLWF Dept

Due Diligence & Audit / Internal HR/ Statutory Audits

✓ Our Process

- 1.Pre Audit analysis of Scope of Audit & Applicable Enactments
- 2.Support in apprising the Contractors on the audit requirements
3. Conduction vendor compliance audits
- 4.Facilitating adherence to applicable Statutory Compliances to vendors & Principal Employer Through vendors
- 5.Presentation of audit observation & Advisory services on incorporation of action Plans
- 6.Advisory Services in assisting vendors comply with the identified observations during the audit.
- 7.Facilitate Implementation of Suggested action plan for optimal adherence to statutory compliances
- 8.Post audit support & Follow up

✓ Internal HR Audit

- Facilitate Adherence to statutory compliances through internal audits covering all applicable enactments
- Presentation of audit observation & Advisory services on Incorporation of action Plans
- Support in the resolution of identified areas of improvements
- Facilitate implementation of a suggested action plan for optimal adherence to statutory Compliances
- Post audit support & Follow ups



Monthly Payroll Process Outsourcing Services

Each employee under Trimurti Group receives an appointment letter at the time of joining and a monthly pay slip, which displays the computation of their salaries. Trimurti Group has more than 500 employees under its payroll catering to various clients and classes of industries Highlights of facilities to be provided for your employees on the payrolls of carrerBook (A sister concern staffing company of Trimurti Group of companies)

Our uniqueness

- Salary Structuring with the view to Minimize tax Burden on the Employees & Maximize their take home Salary
- Receiving data from our clients, and processing the same at our fully automated payroll management System
- Generate payroll register in Excel, PDF, Word, and Format
Generate Salary Withheld report
- Maintaining Attendance record, Salary Wages Register Leave record etc
- Preparation Department wise, Location/Site Wise Salary Sheet
- Providing Monthly Salary slip to the Employer through Email
- Calculation of Overtime/Special Incentives, Bonus, Leave Encashment,
- Preparing arrear sheet
- Providing Data for EPF, ESI, MLWF, PT Compliances 1
- Providing data for Full & Final Settlement of Dues to Leaving Employees



Hiring & Sourcing Temporary Staffing Outsourcing Services



Each employee under Trimurti Group receives an appointment letter at the time of joining and a monthly pay slip, which displays the computation of their salaries. Trimurti Group has more than 500 employees under its payroll catering to various clients and classes of industries Highlights of facilities to be provided for your employees on the payrolls of carrerBook (A sister concern staffing company of Trimurti Group of companies)

Our uniqueness

- Appointment letter along with Annexure informing about their Cost to Company and other details
- Zero Balance Bank Account along with ATM/ Debit cards.
- Loan facilities from respective bank
- Internal Company loan policy for amount not exceeding Rs. 5,000/- can be provided to the employees, subject to deductions of loans for not more than 2 Years.
- PF slip and PF claims to be settled as and when applicable
- Provided ESI Insurance Cards for medical benefits under the provisions of the Act for the employee and is family.
- Ensure proper entry and exit formalities are carried out as per the law
- Provide Salary certificate / Form 16 as and when applicable
- Provide service certificate letter for the employees leaving after SIX months
- And many more



Contract Labour & Regulations and abolition Act (CLRA) Compliances

We are providing Following Services in Compliances to the Provision of The Contract labour (Regulation & Abolition) Act 1970.

Contract Labour Compliances for Employer (Company) & Contractor

- Obtaining New Registration Certificate (RC) for Principal Employer/Factory/ Establishment for deploying contract labour in factory under Contract Labour Act from Labour Commissioner.
- Obtaining New Labour License for Contractors from Labour Commissioner
- Amendments in Principal Employer Registration Certificate in every year
- Renewal/Amendment of Labour License from time to time from Labour Commissioner.
- Preparation & Maintaining of Various registers as provided under the Contract Labour act, Register of Contractors, Register of Workmen Employed by Contractors, Register of Wages, Register of Overtime, Register of Fine, Register of Deductions, Register of Advance.
- To Help in Preparation & maintain to various Record Like Wage slip, Muster Roll as per Contract Act.
- Assistance to Ensuring Compliances of the provision of the contract labour act related to Disclosure, Notices, Displays, Deductions etc.



Advantages working with us

Focus on Core Business
Improved
Competitiveness

1.Reduce HR &
Administration Costs
(Recruitment, Payroll,
Benefits, Compliances
Liabilities)

1.Ease of Handling-
Planed & Unplanned
Absences
2.Retain & attract talent

1.Statutory Obligations
taken care of by Trimurti
Group & Project Support
Consultants

1.Better Employer –
Employee relations
2.Quicker Deputation of
Flexible Manpower





Why to Outsource?

Outsourcing is a proven, strategic way to reduce and control operating costs, improve Company focus and gain access to world-class processes. Due to the complexity of modern remuneration structures, there is a need for expert guidance and implementation making Payroll Outsourcing significant and effective.



Outdated labor and employment law posters

1. Management of the entire take-on process and a tax compliance review of payroll

1. Payroll services for different pay-cycles



Insufficient record retention

1. In depth review of all variances between current and previous periods payroll data

2. Comprehensive leave administration as well as accurate monthly calculation of leaves liability



Inaccurate wage/hour/time records

1. Consolidation of reports across multiple companies

2. Customized reports in electronic format including reports for statutory payments and Compliances

How to Improve HR Function

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Consolidate Systems for Efficiency

Implementing an integrated HR management system can enhance efficiency, reduce manual errors, and improve data accuracy. This consolidation allows for better data analysis, reporting, and decision-making, ultimately optimizing HR operations.

Spend More Time on Your HR Strategy

This includes talent acquisition, employee development, succession planning, and creating a positive work culture. By aligning HR with business goals, you contribute to

Share the Responsibilities

Delegate tasks and responsibilities within your HR team to foster collaboration and maximize efficiency. Empower team members by assigning specific roles and encouraging cross-functional cooperation. By sharing responsibilities, you create a more agile and capable HR team that can handle multiple tasks effectively.



Few of our clients

- Bajaj Auto Ltd, Unit 1 & 2
- Blue Energy Commercial Vehicles Pvt Ltd (Pune Factory)
- Golde Automotive India Pvt Ltd
- Aurangabad Electricals Ltd
- POSCO ISDC Pvt Ltd (Pune)
- JSW MI Steel Service Centre Pvt. Ltd (Pune)
- JFE SHOJI STEEL INDIA PVT.LTD(Pune)
- Japfa Comfeed India Pvt Ltd (Pan India)
- Gardner Denver Engineered Products India Pvt Ltd – Pune
- Finolex Industries Ltd – HO
- Hanon Automotive India Pvt Ltd (Pune)
- Solidus Hi-Tech Supports Hangers Pvt Ltd _
All 4 Units
- Puratos Foods ingredients India Pvt Ltd (Pune)
- Classic Auto Tubes Ltd (Apollo Tyres- Ranjangaon Factory)
- Magven Valves India Pvt Ltd – Pune
- Visaka Industries Ltd (Daund) 2 Units
- Sany Heavy Engineering India Pvt Ltd (Pune)
- Franke Faber India Pvt Ltd (Pune)
- Privi Organics Ltd (Chiplun)
- Enfinity Global – Solar (All Maharashtra 10 Locations)
- Delhivery India Ltd – All Maharashtra Locations
- Zusammen lifesciences & research Pvt Ltd (Satara)
- Sprivil Healthcare Pvt Ltd(Satara)
- Cilicant Pvt Ltd (All 4 Units)

Few of our clients

- Nepra Resource Management Pvt Ltd
- ArcelorMittal Neel Tailored Blanks Pvt Ltd (JBM Group of Company)
- Arcelormittal Nippon steel India Limited
- Jiangyin Uni-Pol Vacuum Casting India Pvt Ltd
- Aberdare Technologies Private Limited
- Iasys Technology Solutions Pvt Ltd
- Daechang India Seat Company Pvt Ltd
- Packtime Innovations Pvt Ltd
- Fristam Pumps (India) Pvt Ltd
- Marelli Talbros Chassis Systems Pvt Ltd
- Gedia India Automotive components Pvt Ltd
- Earlysalary Services Pvt Ltd
- Replus Engitech Pvt Ltd
- Desai Brothers Ltd
- Innoplexus Consulting Services Private Limited
- Iasys Technology Solutions Private Limited
- Perpetual Block Technologies Pvt Ltd
- Master fluid solutions India Pvt Ltd

Thank You

For Your Attention

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