

FININ2MIN SUMMARY - CHAPTER IN 2 MINUTES

Part 2 - Wage and contribution periods

This chapter turns wage and contribution periods into an operational control file. It covers Regulation 030, Regulation 031, Regulation 031A, Regulation 031B; the practical sequence is to classify coverage and event date, apply the provision and mapped Rule, complete the form/register, calculate the entitlement or exposure, and retain evidence for inspection, claim or appeal.

Who is covered

Factories and establishments, insured persons, employers, dependants and ESIC authorities must identify coverage, wage/contribution periods and benefit eligibility.

Main obligations / rights

- Regulation 030
- Regulation 031
- Regulation 031A
- Regulation 031B
- Regulation 031C

Key thresholds / timelines

- The saved Regulation states payment within 15 days after the last day of the calendar month, subject to current law and directions.

Forms / evidence

- Register
- Return
- Nomination
- Classification, calculation, approval, acknowledgement and payment/filing proof

Employer risk snapshot

Highest practical risks: wrong wage base, late payment, unauthorised deduction or incomplete payroll evidence.

Employee / worker remedy

timely and lawful wage payment, a transparent wage slip and a claims route for short-payment or unlawful deduction. Confirm authority, limitation and appeal route.

Old law / transition

Apply the instrument effective on the event date and preserve any accrued right, saved notification, pending proceeding or scheme-specific transition.

Five-point professional checklist

- Freeze the event date, establishment, location and person/worker classification.
- Identify the controlling section/paragraph, mapped Rule, notification and appropriate Government.
- Reperform the calculation or decision test and document every exception or approval.
- Complete the prescribed form/register/portal step and retain acknowledgement, payment and communication evidence.
- Record the remedy, forum, limitation, appeal path and State variation before sign-off.

Finin2min takeaway: for wage and contribution periods, the defensible answer is not a policy label - it is the event-date law, the mapped procedure, the calculation and a complete evidence trail.

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Educational and professional reference. Verify the event-date Act/Code, Rules, notifications, State instruments, portal procedure and later judgments before acting.