

# FININ2MIN SUMMARY - CHAPTER IN 2 MINUTES

## Part 1 - Scope, definitions and prevention

This chapter turns scope, definitions and prevention into an operational control file. It covers Applicability And Thresholds; 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.

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| <b>Who is covered</b><br>Every workplace, employer, Internal Committee, Local Committee, aggrieved woman, respondent and inquiry participant must follow the applicable complaint and confidentiality framework.       | <b>Main obligations / rights</b> <ul style="list-style-type: none"><li>• Applicability And Thresholds</li></ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <b>Key thresholds / timelines</b> <ul style="list-style-type: none"><li>• Use only the threshold, rate and limitation period effective on the event date; verify the Central/State instrument before acting.</li></ul> | <b>Forms / evidence</b> <ul style="list-style-type: none"><li>• Register</li><li>• Return</li><li>• Nomination</li><li>• Classification, calculation, approval, acknowledgement and payment/filing proof</li></ul>                                                                                                                                                                                                                                                                                                                                                                                                  |
| <b>Employer risk snapshot</b><br>Highest practical risks: committee defects, limitation errors, confidentiality breach or non-implementation of recommendations.                                                       | <b>Employee / worker remedy</b><br>a time-bound complaint process, interim protection, confidentiality and appeal under the statutory framework. Confirm authority, limitation and appeal route.                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>Old law / transition</b><br>Apply the instrument effective on the event date and preserve any accrued right, saved notification, pending proceeding or scheme-specific transition.                                  | <b>Five-point professional checklist</b> <ul style="list-style-type: none"><li>• Freeze the event date, establishment, location and person/worker classification.</li><li>• Identify the controlling section/paragraph, mapped Rule, notification and appropriate Government.</li><li>• Reperform the calculation or decision test and document every exception or approval.</li><li>• Complete the prescribed form/register/portal step and retain acknowledgement, payment and communication evidence.</li><li>• Record the remedy, forum, limitation, appeal path and State variation before sign-off.</li></ul> |

**Finin2min takeaway: for scope, definitions and prevention, the defensible answer is not a policy label - it is the event-date law, the mapped procedure, the calculation and a complete evidence trail.**

Source status: LOCALLY EMBEDDED | Rules: Mapped; exact extracts where retained | Review date: 18 July 2026

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