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DEWAS UDYOG CIRCLE

Issue No – 446

Monthly Newsletter

July, 2026

President

Mr. Ashok Khandelia

Hon. Secretary

Mr. Anjan Shah



Independence Day



Small Industry Day

Small Industry Day

August 29th



Inside pages.....

Knowledge Centre
 Notifications/Circulars
 Events
 Attainments
 Member's Corner
 Sponsor's Page

ASSOCIATION OF INDUSTRIES DEWAS

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KNOWLEDGE CENTRE

Independence Day

Independence Day in India is celebrated annually on **August 15**, commemorating the nation's freedom from British rule on **August 15, 1947**. It marks the end of the British Raj and the birth of a free nation following a historic independence movement led by Mahatma Gandhi. Independence coincided with the [partition of India](#), in which [British India](#) was divided into the [Dominions of India](#) and [Pakistan](#); the partition was accompanied by violent riots and mass casualties. On 15 August 1947, the first [Prime Minister of India](#), [Jawaharlal Nehru](#) raised the [Indian national flag](#) above the [Lahori Gate](#) of the [Red Fort](#) in [Delhi](#).

Small Industry Day

Each year on the 30th of August, India celebrates National Small Industry Day. This day is dedicated to acknowledging the significant contributions made by small-scale businesses and industries to the Indian economy. It is a day to encourage these businesses to expand and create more employment opportunities for the nation's youth.

Small-scale industries also play a crucial role in preserving and promoting Indian handicrafts. These industries provide livelihoods for artisans who help keep the nation's rich heritage of handicrafts alive.

Important Days in August

August 6	Hiroshima Day
August 7	National Handloom Day
August 9	Quit India Movement Day
August 12	International youth Day
August 15	India's Independence Day
August 19	World Photography Day
August 20	Sadbhavana Diwas
August 29	National Sports Day of India (Dhyanchand's Birth Day)
August 30	Small Industry Day

“We cannot solve problems with the kind of thinking we employed when we came up with them.” —Albert Einstein

NOTIFICATIONS/CIRCULARS**कर्मचारी भविष्य निधि संगठन**

Employees Provident Fund Organisation

(श्रम एवं रोजगार मंत्रालय, भारत सरकार)

(MINISTRY OF LABOUR & EMPLOYMENT, GOVERNMENT OF INDIA)

मुख्य कार्यालय/Head Office

प्लेट ए, ग्राउंड फ्लोर, ब्लॉक-II, ईस्ट किडवाई नगर, नई दिल्ली-110023

Plate A, Ground Floor, Block II, East Kidwai Nagar, New Delhi-110023

Website: www.epfindia.gov.in, www.epfindia.nic.in



No. INV-11/2/2021-INV/E-41960

12519

Date: 01.07.2026

01 JUL 2026

To,

All ACC(HQ)/ACC- In-charge of Zonal Offices
All RPFC-I/ Officers-In-Charge, Regional offices.

Subject: Declaration of Rate of Interest for the Employees' Provident Fund Members Account for the year 2025-26- regarding

Sir,

The Ministry of Labour and Employment, Government of India, has conveyed the approval of the Central Government under Para 60(1) of Employees' Provident Fund Scheme, 1952 to credit interest @ 8.25 % for the Financial Year 2025-26 to the account of each member of the EPF Scheme as per the provisions under Para 60 of EPF Scheme, 1952.

2. You are, accordingly, requested to issue necessary instructions to all concerned for crediting the said interest to the members' accounts.

(Authority: - Ministry of Labour and Employment letter no. R-11018/01/2023-SS-II (e:146079) dated 17.06.2026.)

Yours' faithfully,

(Ningshen Thothar)

Regional P. F. Commissioner-I (Investment)

Copy to,

1. PPS to Secretary, Ministry of Labour & Employment - for information
2. PPS to AS, Ministry of Labour & Employment - for information
3. PPS to AS&FA, Ministry of Labour & Employment - for information
4. OSD to Central Provident Fund Commissioner - for information
5. PS to Central Provident Fund Commissioner - for information
6. PPS to FA&CAO and CVO - for information

NOTIFICATIONS/CIRCULARS

कर्मचारी भविष्य निधि संगठन
Employees Provident Fund Organisation

धर्म एवं रोजगार मंत्रालय, भारत सरकार

MINISTRY OF LABOUR & EMPLOYMENT, GOVERNMENT OF INDIA

मुख्य कार्यालय/ HEAD OFFICE

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NBCC Centre, Block-2, Ground Floor- 4th Floor, East Kidwai Nagar, New Delhi-110023
Website: www.epfindia.gov.in, www.epfindia.nic.in



No.EEC/2025/E-1190921 / 4278204

Dated: 08/07/2026

To,

All Additional Central P. F. Commissioners (Zones),
All Regional Provident Fund Commissioners-In-Charge of ROs

Subject: Implementation of Employees' Enrolment Campaign, 2026 –Notification No. G.S.R. 525(E), G.S.R. 526(E) and G.S.R. 527(E) dated 29.06.2026-reg.

Sir/Madam,

Vide Notifications No. G.S.R. 525(E), G.S.R. 526(E) and G.S.R. 527(E) dated 29.06.2026, the Ministry of Labour & Employment, Government of India, has notified the issuance of the Employees' Enrolment Campaign, 2026 under the relevant provisions of the Code on Social Security 2020. A copy of the aforementioned notifications is attached for information and necessary action by all concerned.

The salient features of the Employees' Enrolment Campaign, 2026 are summarised below for information, necessary action, and wide dissemination:

1. The scheme shall commence on 1st July, 2026, and cease on 31st October, 2026.
2. Objective of the Scheme is to provide a special window for employers to voluntarily enroll eligible employees, who were left out from EPF coverage during the period 01.04.2009 to 31.03.2026, and to regularize their past compliance.
3. The Scheme applies to all establishments, irrespective of existing coverage status.
4. Employers may apply for EPF coverage if not previously covered and then declare and enroll employees who joined between 01.04.2009 and 31.03.2026.
5. Mandatory condition for implementation is that the employers must generate Face Authentication-based UAN through UMANG App for each declared employee and remit contributions using Electronic Challan-cum-Return (ECR).
6. The declaration can be filed online only via EPFO portal, linking ECR with a Temporary Return Reference Number (TRRN).
7. A lump sum damage of ₹100 for each defaulting establishment shall be construed as compliance across the three schemes
8. Under the scheme, Employee Share stands waived for the declared period, only if not deducted earlier.

NOTIFICATIONS/CIRCULARS

9. Employer is liable to deposit only the employer's share, along with interest (under Sec 7Q of the repealed Act or section 127 of the Code, as the case may be) and administrative charges as well as Damages amounting to lump-sum of ₹ 100.
10. Multiple declarations are permitted.
11. The declaration can be made only in respect of such employees, which are alive and still working with the said establishment on the date of declaration.
12. All establishments are eligible to participate in the proposed Scheme irrespective of the fact whether any establishment is facing inquiries under section 7A of the Employees' Provident Fund and Miscellaneous Provisions Act, 1952 or under section 125 of the Code, Para-11 of the Employees' Provident Funds Scheme, 2026 or paragraph 26-B of Employees' Provident Funds Scheme, 1952, paragraph-8 of the Employees' Pension Scheme, 2026 or paragraph-8 of Employees' Pension Scheme, 1995, as the case may be. However, in case, declaration is given by employer pertaining to the stipulated period of inquiry, the benefits under the EEC, 2026 shall be confined to limiting the damages to the extent of notional damages of Rs.100/-
13. No suo-motu action shall be initiated for employees who exited prior to declaration.
14. Employers declaring employees or registering afresh under this campaign shall also be eligible for benefits under PM-VBRY, subject to terms and conditions of PM-VBRY as specified in the scheme.

It is requested to ensure dissemination of the scheme to all establishments under jurisdiction, facilitate awareness campaigns/webinars for employers and stakeholders, set up dedicated helpdesks to address queries and assist with UAN generation, portal access, and declaration filing, monitor and ensure timely processing of declarations and submissions under the campaign.

[This issues with the approval of CPFC]

Enclosures:

- i. Copy of G.S.R. 525(E) dated 29.06.2026
- ii. Copy of G.S.R. 526(E) dated 29.06.2026
- iii. Copy of G.S.R. 527(E) dated 29.06.2026


(P B Verma)

Additional Central P.F. Commissioner (Compliance)

Copy to:

- a. PS to CPFC for information.
- b. PS to FA&CAO for information.
- c. All Zonal Heads to facilitate employers (through EPFO website)
- d. All Other Officers of EPFO for information (through EPFO website)
- e. ACC HQ(IS) to place the PDF of this communication in the Employer and Member Portal
- f. ACC HQ (C& PR) with request for wide publicity.
- g. Web-admin for uploading on EPFO website


(Arun Kumar)

Regional P.F. Commissioner (Compliance)

[NOTIFICATIONS/CIRCULARS](#)

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<https://www.pib.gov.in/PressReleasePage.aspx?PRID=2283195®=4...>

Ministry of Micro, Small & Medium Enterprises

Faster Payments, Stronger MSME: Government Mandates TReDS for Settlement of All MSME Invoices by Central Public Sector Enterprises

Notification dated 30 June 2026 fulfils Union Budget 2026–27 commitment; unlocks quicker, collateral-free working capital for lakhs of MSME suppliers

Posted On: 10 JUL 2026 11:43AM by PIB Delhi

Mandatory settlement through TReDS: All operating Central Public Sector Enterprises (CPSEs) must route the settlement of invoices for goods and services procured from MSMEs through TReDS platforms authorised by the Reserve Bank of India (RBI).

Transparency and accountability: Central Public Sector Enterprises (CPSEs) shall disclose details of MSME invoices routed and settled through TReDS as specified by the RBI and obtain a statutory auditor's certificate of TReDS registration and compliance during their annual audit.

A benchmark for corporate India: The mandate positions Central Public Sector Enterprises (CPSEs) as role models for timely payment discipline for large corporate buyers across the country.

In a decisive step to end the long wait for payments faced by Micro, Small and Medium Enterprises (MSME), the Ministry of MSME, Government of India, has notified the mandatory use of the Trade Receivables Discounting System (TReDS) by all operating Central Public Sector Enterprises (CPSEs) for the settlement of transactions with their MSME suppliers. The Notification, issued on 30 June 2026, gives effect to a key announcement of the Union Budget 2026–27.

MSMEs are the backbone of the Indian economy, with over 8.70 crore enterprises registered on the Udyam Registration Portal and Udyam Assist Platform providing employment to more than 38 crore persons. Yet delayed payments remain one of the sector's most persistent challenges, locking up working capital and constraining growth. By making TReDS the settlement route for all CPSE purchases from MSME, public sector procurement will now work actively for the small supplier: procurement by CPSEs gets captured on TReDS, and timely payment to MSME will be ensured through invoice financing from banks and financial institutions.

1 of 2

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"The only way to have a friend is to be one." – Ralph Waldo Emerson

NOTIFICATIONS/CIRCULARS

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What This Means for MSMEs

With every CPSE invoice flowing through TReDS, MSME suppliers have the option to convert approved invoices into cash well before the due date. Financing on TReDS is collateral-free and without recourse to the seller, with banks and NBFCs bidding competitively to discount invoices, giving MSMEs working capital within a short span of time at competitive rates of interest.

About TReDS

TReDS is an RBI-regulated electronic platform, operational since 2017, for financing and discounting the trade receivables of MSMEs due from corporate buyers, Government Departments and Public Sector Undertakings, through competitive bidding by multiple financiers. Five platforms are currently operational: RXIL, M1xchange, Invoicemart, C2treds and DTX. The platform has grown from strength to strength, with invoice discounting increasing from ₹40,000 crore in FY 2021-22 to ₹3.47 lakh crore in FY 2025-26.

The TReDS Reform Journey



The Notification was issued on 30 June 2026. Full details are available in the Gazette of India at <http://egazette.gov.in>.

Sunil Kumar Tiwari**E-mail** - [hipessi\[at\]gmail\[dot\]com](mailto:hipessi[at]gmail[dot]com)

(Release ID: 2283195) Visitor Counter : 1998

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NOTIFICATIONS/CIRCULARS

ARE INCENTIVE PAYMENTS “WAGES” UNDER THE LABOUR CODES?

Yajat Kumar
Advocate, Supreme Court of India

The Ministry of Labour and Employment, vide FAQs dated 30.12.2025 and 16.03.2026, has clarified that performance-based incentives do not form a part of “wages” for computation under the Labour Codes. The response of the Ministry is reproduce verbatim as under :

FAQs dated 30.12.2025

Query	Reply
Definition of wages and the components it would cover.	Performance based incentives, Employee Stock Option Plans (ESOPs), variable part of the component or reimbursement-based payments to the employee shall not be part of the wages.

FAQs dated 16.03.2026

Query	Reply
Do annual performance-based incentives form a part of “wages” for computation under the Labour Codes?	No. Annual performance-based incentives do not form a part of “wages” for computation under the Labour Codes. Pl. refer to Sl. No. 3 of FAQs dated 30.12.2025 available on the MoLE website. Weblink: de4758d5bfeffc456d7de97a801891b0.pdf

While these FAQs are not legally binding, they still do hold some persuasive value. However, if one were to analyse this aspect *de hors* of the FAQs, even then the conclusion would be such annual incentives do not necessarily form part of ‘wages’. To support our contention, reliance is placed upon certain judgments pronounced by the Supreme Court and High Courts while interpreting the definition of ‘wages’ under the Employees’ State Insurance Act, 1948. While both definitions are not exactly similar, the first parts of both definitions, insofar as they define ‘wages’ to mean, “all remuneration payable

to an employee, if the terms of the contract of employment, express or implied, were fulfilled” (excluding the additional condition of additional remuneration being regarded as ‘wages’ if it was paid at intervals of less than two months) are *pari materia*. It has been held by the Supreme Court in **Braithwaite & Co. v. E.S.I. Corporation**,¹ that incentives would not be “remuneration payable in terms of employment” when they can be withdrawn at any time. In the case of **Shourie Duplicators Pvt. Ltd. v. Employees State Insurance Corporation**,² there was no contract between the management and employees regarding the introduction of an incentive scheme; the scheme was introduced by the management voluntarily and the management was entitled to withdraw the same at any time. It was held that this bonus cannot be said to have become a term of the contract of employment, express or implied and was not payable under the term of employment as such. In **Regional Director, ESIC v. Anup Engineering Ltd.**,³ it was held that incentives would not be ‘remuneration payable under terms of employment’ when the employer management had right to make change in the policy and had right to increase and had also right to close or withdraw the same. In another case of **Whirlpool of India Ltd. v. Employees’ State Insurance Corporation**,⁴ a company had introduced a “Production Incentive Scheme” and paid to its workers production incentive at the rates specified in the Scheme besides normal wages. It was held that the incentives being paid under the Scheme would not be payable on fulfilment of the terms of the contract of employment. It was also held not to constitute a condition of service.

For an incentive or bonus scheme to not be regarded as ‘terms of employment’, the power to withdraw the scheme or arrangement should not be conditional. There should be a power of total withdrawal at the discretion of the Management even without there being any change in machinery or method or production, for a modification it is essential

1. 1968 1 LLJ 558.

2. 1991 (1) FLR 873 (Del HC).

3. 2014 SCC Online Guj 136 (Guj HC).

4. 2000 (85) FLR 171 (SC).

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“Nothing is impossible. The world itself says ‘I’m Possible!’” – Audrey Hepburn

NOTIFICATIONS/CIRCULARS

that there should be such a change. While for withdrawal which implies the exercise of larger power, no preconditions like change in machinery or method of manufacture may be necessary, for the exercise of a lesser power namely for the modification of the scheme the existence of pre-conditions like change in machinery or method of production is made essential. It would be difficult to appreciate how a larger power which includes the lesser power also can be available unconditionally but the exercise of a lesser power of modification made subject to the fulfilment of conditions like change in machinery or method of production.⁵

In the facts of one case, the payment was not one which could have been varied unilaterally to the disadvantage of the other party. The employer had no right to withdraw the without the consent of the other party or without recourse to proceedings warranted by law. Thus, the incentive bonus paid was really remuneration which is paid as a term of the contract of employment. That it was paid in return for the performance was evident. Of course, the workers may not earn it if the performance falls below the prescribed norm. But when once such performance exceeds the norm, they get this as their remuneration as of right and necessarily, therefore, that must be wages which they earn.⁶

Merely because the payment of incentive is not the term of original contract it cannot be said that it is not remuneration paid or payable in fulfilment of the terms of the contract of employment express or implied. The payment of incentive pursuant to scheme between the company and its workers is a reward or prize to be paid for the work done by the workers as such it must be held to be a remuneration.⁷ In **Government Soap Factory v. Regional Director of Employees' State Insurance Corporation**⁸, while considering the nature of payment of incentive bonus under a scheme to employees of the Government Soap Factory, it was held by the Karnataka High Court that payment of bonus was under the terms of the contract of employment and the employer was, therefore, liable to pay contribution on the incentive bonus.⁹ If an incentive amount was showed to be a paid over a period of two years and was large in amount, it would not be a gift but would be remuneration as part of service conditions.¹⁰ Whenever during the continuance of the employment an employer offers any work for payment of additional remuneration whether by way of overtime wages or incentive affecting particular result for himself and the employee is required to fulfil, that expectation which brings into existence and implied contract. A term of contract whether express or implied, which

entitles the employee to the incentive offers, it becomes part of the remuneration.¹¹ Special allowance, which was being paid to employees as incentives under the terms of contract of employment, would be remuneration under terms of employment.¹²

In one matter before the Supreme Court, the attendance bonus was an additional payment made to the workmen as a means of procuring their regular attendance with the ultimate object of increasing production. The bonus was in the nature of extra remuneration for regular attendance. The said bonus was not payable to all the workmen at the time of joining the employment. It was payable to a workman who had put in continuous service for a specified period and who was loyal to the management. Every workman was entitled to the minimum wage from the very first day of his joining the employment whereas the bonus had to be earned, and it becomes payable "after the event". In the present case the attendance bonus was payable after regular attendance for a specified period and remaining loyal to the management. The scheme of payment of attendance bonus was thus an incentive to secure regular attendance of the workmen. It was an additional payment made to the workmen as a means of increasing production. In **Titagur Paper Mills Co., Ltd. v. Workmen Etc.**¹³ the Supreme Court held that the payment of production bonus is in the nature of an incentive and is in addition to the wages. Therefore, the attendance bonus was in the nature of an incentive, and it could not be treated as part of wages.¹⁴

5. *Excorts Limited and Others v. The Regional Director, E.S.I Corporation, Bangalore*, 2004 (102) FLR 1107 (Karn. HC).

6. *Carborundum Universal, Ltd. v. Employees' State Insurance Corporation, Trichur*, 1977 (34) FLR 107 (Ker HC).

7. *Employees State Insurance Corporation v. Pratap Names Labels Factory 1982 SCC Online DEL 1* (Del HC).

8. *M.F.A. No. 69/1973 dated 27.11.1973*.

9. *N.G.E.F Ltd., Bangalore v. Deputy Regional Director, E.S.I Corporation, Bangalore (F.B.)*, 1978 SCC Online Kar 249 (Karn HC).

10. *The Regional Director of E.S.I. Corporation v. Hotel Ahikkas*, 2008 (116) FLR 41 (Ker HC).

11. *Rajasthan State Road Transport Corporation v. Employees State Insurance Corporation*, 002 WLN 4 557 (Raj HC).

12. *Hind Art Press, Mangalore v. E.S.I. Corporation*, 1989 (59) FLR 778 (Karn. HC).

13. 1959 Supp 2 SCR 1012 : AIR 1959 SC 1095 : (1957) 2 LLJ 9

14. *Manganese Ore (India) Ltd. v. Chandi Lal Saha and Others*, 1991 AIR SC 520.

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"Whether you think you can or think you can't, you're right." – Henry Ford." – Henry Ford

NOTIFICATIONS/CIRCULARS

Thus, in order to consider whether payment of incentive bonus was a term of employment of the employees concerned, the Court may examine the original terms of their employment. But in case the said terms of employment were silent, the same would not be decisive. The Court may then proceed to consider whether by a subsequent agreement between the employees and the employees incentive bonus became payable. Such agreement may be either express or implied. Where the terms of a particular incentive bonus scheme show that the employer unilaterally and gratuitously offered to pay incentive bonus and at the same time reserved his right to withdraw or vary the terms of the incentive scheme without consent of the employees, such incentive bonus scheme cannot form part of the terms of employment—express or implied. But when incentive bonus is payable in terms of agreement made either at the time of commencement of employment or at a subsequent stage and such provision for incentive bonus is not liable to be withdrawn or varied the incentive bonus must be considered to be payable in terms of employment.¹⁵ In one case, the incentive bonus was payable to all workmen in pursuance of a scheme arrived at and in the scheme itself there was a clause that if there be a change in the terms of the scheme and having received payments on that basis, the payment became a part of the contract of employment. There was no right available to the management of unilateral withdrawal.¹⁶ The word incentive connotes “something that arouses feeling or incites to action”. The incentive amount may not be paid regularly every month. The incentive amount is calculated according to the work turn-out by the workers. Hence, it depends upon the work turn out by the individual worker and the said amount is paid at the end of the year as one-time payment and therefore the same does not fall within the definition of wages.¹⁷ If the bonus/incentive scheme itself provides that the same is not remuneration payable under the terms of employment, it would not be so.¹⁸

In another case, a company had introduced a “Production Incentive Scheme” and paid to its workers production incentive at the rates specified in the Scheme besides normal wages. It was held that the incentives being paid under the Scheme would not be payable on fulfilment of the terms of the contract of employment. It was also held not to constitute a condition of service.¹⁹

In another matter, a Company floated the “Performance Encouragement Reward Scheme” which provided that the performance of employees of each department was to be reviewed every three

months and performance/encouragement prize was to be given. It also bore from the record that such a scheme was voluntary and thus the incentive was paid at interval of every three months i.e. every fourth month. The scheme provided that such incentive was voluntary and such incentive was paid to the employees who opted for a regular interval of three months i.e. on the fourth month and it is also, *inter alia*, provided in the scheme that the employer management had right to make change in the scheme and/or had right to increase and had also right to close or withdraw the scheme and, therefore, such a scheme was not part of the terms of the employment.²⁰ This was also reiterated by the Bombay High Court in **Khadi Gramodyog Emporium v. Deputy Regional Director, Incharge, Employees State Insurance Corporation**.²¹

From the above judicial dicta, it can be culled out that incentives would be included under the ambit of the definition of “wages”:

1. If the same is provided under the terms of employment i.e. in the appointment letter or service conditions.
2. If it is not explicitly mentioned in the appointment letter or service conditions but has been paid for a long time. It would then assume the characteristic of implied term of employment.
3. In case a scheme/policy of incentives is voluntarily introduced by the employer and can be withdrawn at any time without assigning any reason, the same would not be “remuneration” payable under terms of employment and also not “wages”.

Email: info@labourlawreporter.com

15. *Ruyrolle Burn Limited v. The Employees' State Insurance Corporation & Anr.*, 1979 SCC Online Cal 140 (Cal HC).

16. *Employees' State Insurance Corporation, Madras v. Amalgamations Repco Limited, Madras*, 983 LLJ MAD (2) 193 (Mad HC).

17. *Employees State Insurance Corporation by Its Regional Director v. Mount Mettur Pharmaceutical Ltd., Thiruvanniyur, Madras*, 2000 (1) LLJ 1415 (Mad HC).

18. *Employees' State Insurance Corporation, Hyderabad v. Andhra Pradesh Paper Mills, Ltd. and Others*, 1978 (1) FLR 58 (AP HC).

19. *Whirlpool of India Ltd. v. Employees' State Insurance Corporation*, 2000 (85) FLR 171 (SC).

20. *Regional Director, ESIC v. Anup Engineering Ltd.*, 2014 SCC Online Guj 136 (Guj HC).

21. 2016 LLR 639 (Bom HC).

NOTIFICATIONS/CIRCULARS**No. 283/53/2026-GRID SOLAR**

भारत सरकार / Government of India

नवीन और नवीकरणीय ऊर्जा मंत्रालय/ Ministry of New & Renewable Energy (MNRE)

Atal Akshay Urja Bhawan,
Lodhi Road, New DelhiDate: 18th July, 2026**OFFICE MEMORANDUM**

Sub: Approved List of Models and Manufacturers (ALMM) – No blanket extension of ALMM List-II (for solar PV cells) subject to providing a limited window to only Net-Metering / Open Access, RE power projects to commission with exemption from ALMM List-II, till 31st December 2026 – reg.

1. As per para 8 of MNRE's O.M. no. 283/59/2024-GRID SOLAR dated 09.12.2024, reiterated vide MNRE's O.M. no. 283/59/2024-GRID SOLAR dated 28.07.2025, all the Net-Metering projects and Open Access RE power projects, which get commissioned on or after 1st June 2026, shall mandatorily source their solar PV modules from ALMM List-I and solar PV cells from ALMM List-II.
2. Subsequently, MNRE, vide its O.M. No. 283/63/2025-GRID SOLAR dated 25th May 2026, had conveyed regarding no blanket extension of ALMM List-II beyond 1st June 2026, subject to protection of investments already made.
3. In supersession of MNRE's O.M. No. 283/63/2025-GRID SOLAR dated 25th May 2026, and associated O.M.s namely - O.M. No. 283/63/2025-GRID SOLAR dated 8th June 2026, O.M. No. 318/84/2024-Grid Connected Rooftop-Part(3) dated 8th June 2026, O.M. No. 283/40/2026-GRID SOLAR dated 15th June 2026, O.M. No. 283/40/2026-GRID SOLAR dated 23rd June 2026, it has been decided that **while there will be no blanket extension in applicability of ALMM List-II for solar power projects, however, a limited window is being provided for Net-metering projects and Open Access RE power projects, whereby such projects can now commission with exemption of ALMM List-II (for solar PV cells), till 31st December 2026.** Earlier this dispensation for Net-metering projects and Open Access renewable power projects was available till 31st May 2026. Net-metering projects and Open Access renewable power projects commissioned after 31st December, 2026, will be required to comply with the ALMM List-II provisions. Any reference to the O.M.s referred above in this para, as might appear in any other O.M.s of MNRE regarding ALMM, shall be construed to have been correspondingly amended in line with the decision above.
4. Aforesaid decision has been taken after detailed deliberations with various stakeholders of the solar industry, to ensure a smooth transition to ALMM List-II (for solar PV cells), for the Net-metering projects and Open Access renewable power projects.
5. This issues with the approval of Hon'ble Minister (New & Renewable Energy).

**(Sanjay G. Karndhar)**
Scientist-E

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Email: karndhar.sg@nic.in

To: All concerned

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“Happiness is not something readymade, it comes from your own actions.” – Dalai Lama

NOTIFICATIONS/CIRCULARS

ह.आ./क.गति./2025/110

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www.labour.mp.gov.in

पत्र क्रमांक:क.आ./क.गति./2026/...5/5
प्रति,

भोपाल, दिनांक: 8/7/2026

समस्त नियोजक,
मध्यप्रदेश

विषय:-मध्यप्रदेश में स्थापित औद्योगिक संस्थानों एवं स्थापनाओं में कार्यरत श्रमिक वर्ग की सुरक्षा हेतु आवश्यक उपायों के संबंध में।

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मध्यप्रदेश शासन, श्रमिक वर्ग के स्वास्थ्य, सुरक्षा, शिक्षा, कल्याण एवं उद्योग में उत्पादकता में वृद्धि तथा कार्यकुशलता को बढ़ावा देने हेतु प्रतिबद्ध है। श्रमिकों का सम्मान, उनकी सुरक्षा और कल्याण, श्रम विभाग की सर्वोच्च प्राथमिकता है। श्रमिकों का शारीरिक एवं मानसिक स्वास्थ्य, सुरक्षित, प्रेरित एवं कुशल कार्यस्थल के निर्माण में महत्वपूर्ण भूमिका निभाता है। कार्यस्थल पर सुरक्षित एवं सौहार्दपूर्ण वातावरण अच्छे उत्पादन एवं कार्य संस्कृति हेतु आवश्यक है। कुछ आवश्यक प्रावधान एवं सावधानियाँ हैं जिनका उपयोग करके श्रमिक सुरक्षित रह सकते हैं, जो निम्नानुसार हैं:-

1. सभी कारखानों एवं प्रतिष्ठानों में **AROH** आरोह समिति का गठन अनिवार्य है, जिसका उद्देश्य है, श्रमिकों का स्वास्थ्य संरक्षण, सुरक्षित कार्य स्थल एवं श्रमिकों के स्वास्थ्य, सुरक्षा और कल्याण को प्राथमिकता देना।
2. **AROH** आरोह समिति नियमित रूप से श्रमिकों के स्वास्थ्य की समीक्षा करेगी, सुरक्षा मानकों के पालन की निगरानी करेगी, श्रमिकों में योग एवं स्वस्थ जीवन शैली को बढ़ावा देने एवं इसे श्रमिकों की दैनिक जीवन शैली का अंग बनाने में मदद करेगी, कार्य स्थल पर **YES (Yoga Essentials and Surya Namaskar)** गतिविधियों का संचालन करेगी एवं कार्य स्थल पर जोखिमों की पहचान और सुरक्षा सुनिश्चित करने संबंधी कार्य करेगी।
3. **AROH** आरोह समिति का मुख्य उद्देश्य कार्य स्थल पर दुर्घटनाओं में कमी और बेहतर कार्य वातावरण निर्मित करना है।
4. कार्यस्थल पर प्रदर्शित सूचना पटल में उल्लेखित सावधानियाँ एवं निर्देशों का पालन सुनिश्चित करें।
5. विद्युत उपकरणों का नियमित रूप से परीक्षण किया जाये एवं आवश्यक होने पर तत्काल सुरक्षा उपाय किये जाये।
6. अग्नि सुरक्षा हेतु हर यथा स्थान पर अग्नि शमन उपकरण लगाये जाये एवं आपातकाल में उनके उपयोग का प्रशिक्षण श्रमिकों दिया जाये।
7. प्रत्येक 3 माह में संस्थान/स्थापना में कार्यरत समस्त श्रमिकों का स्वास्थ्य परीक्षण किया जाये एवं आवश्यक होने पर चिकित्सा सुनिश्चित की जाये।
8. भारी मशीनों, कटर एवं क्रेन तथा विद्युत उपकरणों का उपयोग अत्यंत सावधानीपूर्वक करना चाहिये।

कृपया कार्य स्थल पर श्रमिकों की सुरक्षा एवं स्वास्थ्य हेतु उपरोक्त नियमों का पालन सुनिश्चित करने का कष्ट करें।

Digitally signed by
RANI BATAD
(83116083)7.2026
कल्याण आयुक्त
म.प्र.श्रम कल्याण मंडल

NOTIFICATIONS/CIRCULARS**M.P. Power Management Company Limited**

CIN: U40109MP2006SGC018637 (A Government of Madhya Pradesh Undertaking)

Regd. Office: Shakti Bhawan, Rampur Jabalpur (M.P.) - 482 008 (India)

Tel: 0761-2661111, 2660500, Fax: 0761 - 2661696,

Website: www.mppmcl.com Email: md@mppmcl.comNo. CGM (RM)/FPPAS/26-27/ **86**Jabalpur, Dated: **24th** July, 2026

To,

1. The Managing Director
M.P. Paschim KVV Co. Ltd.
G.P.H Compound, Polo Ground, Indore (M.P)
2. The Managing Director
M.P. Madhya KVV Co. Ltd.
Bijli Nagar Colony, Nishtha Parisar, Govindpura, Bhopal (M.P)
3. The Managing Director
M.P. Poorv KVV Co. Ltd.
Block No.7 Ground Floor, Shakti Bhawan, Jabalpur (M.P)

Sub: Fuel & Power Purchase Adjustment Surcharge (FPPAS) for the Month of **July-2026**.**Ref:** First Amendment to MPERC (Terms and Conditions for Determination of Tariff for Supply and Wheeling of Electricity and Methods and Principles for Fixation of Charges) (1st Amendment) Regulation, 2021 {ARG-35(III) (i) of 2023}

As per the Regulations cited above, the FPPAS for the month of **July-2026** has been calculated as **3.77%**.

As directed, the calculated FPPAS of **3.77 %** is to be billed to the consumers on energy charge for one month commencing **24th July-2026**. To comply with provisions of the Regulations, a detailed calculation sheet is attached herein for your reference and uploading the same on the website of the company.

Encl.:- As above

Chief General Manager (RM)
MPPMCL JABALPUR
Copy to: -

- (1) OSD Energy, Deptt GoMP, Bhopal
- (2) The Secretary, MPERC, Metro Plaza, Bittan Market, Arera Colony, Bhopal
- (3) PS to MD.MPPMCL Jabalpur.
- (4) The Chief General Manager, Commercial (Conv.)/(Non-Conv.) MPPMCL
- (5) Chief Financial Officer, MPPMCL, Jabalpur
- (6) Director (Commercial) / CGM (Commercial)
MPPoKVVCL/MPMaKVVCL/MPPaKVVCL, Jabalpur/Bhopal/Indore-
A copy of FPPAS calculation sheet is enclosed for uploading on the Company's website.
- (7) The CGM (IT) MPPMCL, Jabalpur-
A copy of FPPAS calculation sheet is enclosed for uploading on the Company's website.

CGM (Revenue Management), Regional Office, E-4/277 Arera Colony Bittan Market Bhopal - 462016Email: egmrmpmcl@gmail.com & shailendra.saxena@mppmcl.com

“We cannot solve problems with the kind of thinking we employed when we came up with them.” —Albert Einstein

EVENTS

CII MADHYA PRADESH STATE COUNCIL MEETING AT AID DEWAS

The Association of Industries, Dewas (AID) successfully hosted the **CII Madhya Pradesh State Council Meeting** on **3rd July 2026** at its premises in Dewas. The meeting was attended by members of the CII MP State Council and leading industrialists from Dewas.

A joint interaction between the CII delegation and AID members was held following the meeting, providing a valuable platform to discuss key industry issues, explore opportunities for collaboration, and exchange ideas for the sustainable growth of industry in Madhya Pradesh. The event also offered an excellent networking opportunity and reinforced the strong partnership between CII and AID in promoting industrial development.



“The best way out is always through.” – Robert Frost

EVENTS

AID INTER-INDUSTRY CHESS COMPETITION 2026

AID successfully organized the **Inter-Industry Chess Competition** on **10th July 2026**, with enthusiastic participation from **62 employees** of member industries.

Company Name	Name of Participant	Results
M/s Vippy Industries Limited	Mr. Nikhlesh Rathore	Winner
M/s Ipca Laboratories Limited	Mr. Chetan Solanki	Runner-up
M/s Mahavir Wooden Industries	Mr. Shashi Kant Dubey	1st Runner-up
M/s VE Commercial Vehicles Limited	Mr. Gopal Singh	2nd Runner-up

The event was inaugurated and concluded in the presence of AID office bearers and distinguished industry leaders, who encouraged the participants and felicitated the winners. AID expresses its sincere appreciation to all member industries, participants, guests, and organizers for their wholehearted support in making the event a grand success.



“You do not find the happy life. You make it.” — Camilla Eyring Kimball

EVENTS

LABOUR COMMISSIONER HOLDS MEETING WITH AID ON NEW LABOUR CODES

With the objective of ensuring the effective and seamless implementation of the new labour codes, the Labour Commissioner of Madhya Pradesh, Shri Sandeep G.R., held a meeting with representatives of Association of Industries Dewas.

The meeting focused on detailed discussions regarding the procedural provisions of the Madhya Pradesh Rules under the new labour codes.



NOTIFICATIONS/CIRCULARS

AWARENESS SESSION ON LABOUR WELFARE COMPLIANCE

The Association of Industries Dewas (AID), in coordination with the Deputy Director, Industrial Health & Safety, Dewas, organized an awareness meeting for member industries to promote compliance with key labour welfare initiatives.

The session focused on mandatory compliances and their uploading on the Sambal Portal, including Shram Star Rating, Aroh Reporting, Safety/Fire Audit, Geo Tagging, SHE Reporting System, Hurt Free Count Board/Portal, and Mobile Number Updation. Industry representatives, including owners, occupiers, factory managers, senior managers, and HR professionals, participated in the meeting and discussed the importance of timely compliance for effective implementation of labour welfare measures.



“We cannot solve problems with the kind of thinking we employed when we came up with them.” —Albert Einstein

EVENTS

INTERACTION MEETING WITH MPPKVVCL OFFICIALS

AID organized an interaction meeting with officials of **MPPKVVCL** on **22nd July 2026** at the AID Office.

Shri Ketan Raipuriya, Superintending Engineer (O&M), along with his team, interacted with AID members to discuss power supply-related issues, address members' concerns, and receive valuable suggestions for improving electricity services to industries.



“The best way out is always through.” – Rot Frost

EVENTS

MPCCI STATE MANAGING COMMITTEE MEETING AT AID

The Association of Industries, Dewas (AID) hosted the **State Managing Committee Meeting of FMPCCI, Bhopal** on **24th July 2026** at the AID premises.

A joint interaction between FMPCCI representatives and AID members provided a valuable platform to discuss key industry issues, explore opportunities for collaboration, and strengthen coordination for the growth of industries in Madhya Pradesh.



"You do not find the happy life. You make it." — Camilla Eyring Kimball

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