

PAYROLL COMPLIANCE CHART

FINANCIAL YEAR 2008-2009

Income Tax Rates

Tax Rates	General	Women	Sr. Citizens
Nil	Rs. 1,50,000	Rs. 1,80,000	Rs. 2,25,000
10%	1,50,001 - 3,00,000	1,80,001 - 3,00,000	2,25,001 - 3,00,000
20%	3,00,001 - 5,00,000	3,00,001 - 5,00,000	3,00,001 - 5,00,000
30%	5,00,000 +	5,00,000 +	5,00,000 +

PF And ESIC

Type	Description	Responsibility
	Contribution	
PF	12% of Basic+DA	Employee
PF	12% of Basic+DA of which 8.33% or Max Rs. 541 for Pension Fund	Employer
EDLI	0.5% of Basic+DA or Max Rs. 32.50	Employer
	Admin Charges	
PF	1.1% of Basic+DA	Employer
EDLI	0.01% of Basic+DA	Employer
	Contribution	
ESIC	1.75% of Wages	Employee
ESIC	4.75% of Wages	Employer

PAYROLL PROCESSING SERVICES

Profession Tax Maharashtra

Salary	P Tax
Upto Rs. 2500	NIL
2501 to 3500	60
3501 to 5000	120
5001 to 10,000	175
Above 10,000	200
Above 10,000-Feb	300



- Payment of TDS.



- Quarterly eTds statement.
- PF Deposit.
- PF Form 5.
- PF Form 10.

Labour Welfare Fund - Maharashtra

Employee Wages	Employee	Employer
Upto Rs.3000 p.m.	6	18
Above Rs.3000 p.m.	12	36



- Payment of Professional Tax.
- Issue of TDS certificate in April.
- PF Form 3A / 6A in April.

Due Dates of Quarterly eTDS Statements

Qtr	Quarter	Due Date
Q1	April to June	15 th July
Q2	July to September	15 th Oct
Q3	Oct to Dec	15 th Jan
Q4	Jan to March	15 th June



- 21st - Payment of ESIC.
- 25th - PF Form 12A.
- 12th May - ESIC Form 5.
- 11th Nov. - ESIC Form 5.
- 25th July - MLWF for June.
- 25th Jan - MLWF for Dec.



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