



DUAL EMPLOYMENT CHECK

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OBJECTIVE

The objective is to identify employees who engage with more than one employer simultaneously by accessing the EPFO records.





OVERVIEW

With the advent of Work From Home Scenario, various unforeseen challenges are faced by the organisations, more specifically the People Management Fraternity. One such peculiar challenge is the employees getting into unethical practice of engaging with more than one employer simultaneously.

Payrule channelizes the data hosted on the EPFO platform to assess, identify and scrutinize such cases by focussing on the service history of the employee. The report so generated helps employers to track

1. Employees who have engaged with another employer after joining client organisation
2. Employees who were already in active employment at the time of joining client organisation and engaged with client organisation as second employer



MODUS OPERANDI FOLLOWED BY PAYRULE

- 1 The Employee list as per latest PF Return is identified. We can add to this the PF excluded employees. We search Service History on the EPFO portal on the UAN so allotted
- 2 Employees are categorized into different Threat Levels based on the overlapping of employment dates i.e. employee appearing active in more than one employer simultaneously
- 3 Dual Employment Cases are categorized on two fronts -

 - Who take up employment after joining your company
 - Who have joined your company as second employer
- 4 For Suspect Cases, we apply double check by verifying whether the name of the employee appears in the other organisations latest PF ECR (Return)

BENEFIT TO THE EMPLOYER

- Data Confidentiality
- Identification of Integrity & Loyalty of On Board Employees
- Review Past History of Employees
- Ongoing Tracking Of Suspect Employees
- Prevents Employee Malpractice
- Maintains A Healthy Workplace
- Strategy for confrontation of Suspect Cases



BENEFIT TO THE EMPLOYEE

- Helps In Maintaining Healthy PF Service History by evaluating errors in records uploaded by the previous employer
- Enables Employee PF transfer process
- Employee Background Check



THREAT REPORT TEMPLATE

We categorize employees under different levels of threat in the ascending order, Level 4 being conclusive case of Dual Employment and Level 3 being Suspected Dual Employment Case

Threat Level	Employee Count	Dual Employment	Description
Level 0	100	No	Employee With their employment data up to date and no overlapping of service history
Level 1	150	No	Employees with one previous employer not updating Date of Exit but not dual employment case
Level 2	15	No	Employees with more than one previous employer not updating Date of Exit but not dual employment case
Level 3	25	Yes, with previous employers	Employees with overlapping service history and probable dual employment with previous employers but not with our Organisation
Level 4	5	Yes	Dual Employment Cases - Employees with overlapping service history with Our Organisation Tenure and also contributing currently PF with other employers
Total	295		



DELIVERABLES

- 100% On-board Employee Data Scrutiny
- Employee wise detailed service history in excel sheet
- Employee Categorization at Different Threat levels
- Threat Level Analysis
- Executive Summary Report to Management with Highlights to Suspect Cases
- Ongoing Employee Tracking for Suspect Cases for one quarter (three months)



THANK YOU

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