

# DACS – “D & A Consulting Services

## Company Profile

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## Know us in facet:

We are **D and A Consulting Services**, in short **DACS**.

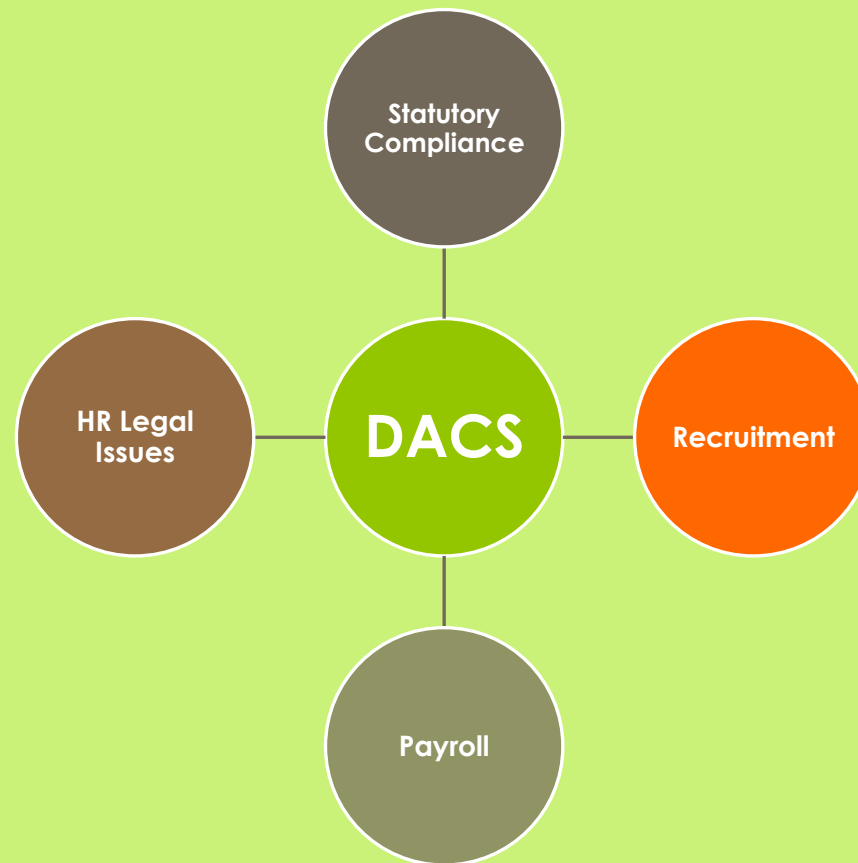
DACS is a Chennai headquartered company having its clients across India. DACS has curved its experience in Chennai & South India strongly in the initial stages and that fruitful experience made DACS to hit North India market.

DACS is a partnership firm servicing its clients over a decade in the areas of Human Resource Consulting where in its service verticals are recruitment, payroll, statutory compliances & HR legal issues.

We maintain enduring associations with our clients to gain valuable insight into the consulting market, as it helps us gauge their expectations. We also aspire to create our own brand of expertise with tailor-made solutions to the challenges of consulting in the HR industry.

We are committed to ensuring customer satisfaction at every juncture. We see your human resources journey through, making your success our success!

**Our Service Vertical:** DACS support in all the regular desk job of human resource department of a company say like, recruitment, payroll, statutory compliances & HR legal issues in a professional way. Where in our partnered company can concentrate on other human resource priority roles like Training & Development, Compensation & Benefits Analysis, Performance Management, Organisation Development, Behavioural Training etc.,



## **DACCS Recruitment Services:-**

We help companies in Identify, Select, Develop Exceptional Leaders, Managers and Teams. – This is the major role of our recruitment consultants.

Talent is the single most important item on the minds of CEO's today. Many executives believe they have a long way to go before their talent can deliver the kind of performance needed to make a major impact on the bottom line. All companies try to hire well, the most successful companies fight to hire the right people. Companies should periodically be asking themselves the following question:

**“If a candidate tells us they are considering another company, do we have the available information to present a compelling case to persuade them not to do so.”**

Our Talent Sourcing team are specialists in acquiring the right candidates, irrespective of sector and any number of vacancies. We believe that there is no reason any business needs to be short staffed, regardless of budget, size or requirements. We specialize in large scale recruitment solutions from graduates, skilled employees, management and executive head hunting. “We tailor the optimal recruitment process for your business to ensure that you hire the right person for the job.

**HOW WE DO IT??? – Profiling, Discovering, Selecting the candidate from the pool of job seekers.**

## **DACS Payroll Services:**

When you want to go beyond the mentality of just giving out paychecks to your employees, DACS's payroll services can bring about new business insights and help you focus on what you do best - running your own business. Our payroll management services allow you to take your human resources management to a higher level.

As one of the payroll providers in India, we understand how important it is for your organisation to ensure error-free payroll management activities. With our extensive range of services, your organisation can enjoy a payroll process which is timely and accurate.

Here are some of the payroll services that we provide:

- Employee Self Service (ESS): Online technology for employees to view salary slip, submit IT declaration, decide FBP, submit query.
- Online Access to View/Print Salary Slip
- Automated Attendance, Leave Import/Export Solution
- Web-based Leave Solution
- Reimbursement Management
- Replace Excel to Web-based Processing of Payroll, Reimbursement, F&F, Reports Generation, E-challan Generation

Effective payroll administration can be a catalyst for this transformation. When you don't want to manage all payroll processes in-house, you can think of payroll outsourcing to an experienced provider such as DACS.

As a reliable payroll outsourcing company, we offer better and more efficient payroll management process for your organisation.

## **BENEFITS OF OUTSOURCING PAYROLL**

Some of the benefits of outsourcing payroll management include the following:

- Fast turnaround
- Assistance throughout the entire life-cycle of the employee, right from the day of recruitment to exit
- Streamlining of all payroll processes
- Reduced investment in IT infrastructure
- Well thought-out resource deployment
- Strict adherence to compliance and statutory requirements
- Error-free documentation and reports
- Solid business intelligence that helps top management with their strategic initiatives
- Low-risk of penalties due to non-compliance
- Speedy and efficient resolution of all employee issues

## DACS STATUTORY AND COMPLIANCE SERVICES:-

The landscape of statutes of labour laws is constantly evolving, and it takes a special agility to keep abreast of all the latest developments and ensure compliance. At DACS, we offer **compliance services** that perfectly meet your organisation's requirements.

It is absolutely imperative to comply with all legal and statutory norms for businesses to operate successfully in India. This often involves significant investment of resources, time, and continuous monitoring to be in the know of all the changes that are happening, in order to be compliant and avoid penalties.

With the ever-changing employment laws, it becomes a challenge for small and mid-sized companies to keep themselves compliant. What these organisations need is reliable **HR compliance services** from an experienced provider.

To ensure timely and efficient statutory compliance in your organisation, the following aspects must be in place:

- Unrestricted access to local and regional expertise
- Expert support during all audits and inspections
- Following ethical practices
- Knowledge of timelines for adherence to the many laws and regulations
- Updated documents and data in a centralised location, and which are readily available

As you can imagine, this takes a lot of effort and investment in terms of both money and manpower. Not every organisation can afford to or even want to spend so many resources in ensuring compliance. Nonetheless, it is absolutely vital for a business to be compliant to all the laws of the land.

**Statutory compliance outsourcing** to an experienced firm such as DACS Consulting, you can ensure compliance without having to hire and maintain a separate department for it. Our clients find that our **statutory compliance services** are an ideal solution to be compliant in all aspects of statutes and labour laws.

#### COMPREHENSIVE COVERAGE OF LABOR LAWS

- Shops and Commercial Establishments Act (S&E)
- The Employees Provident Funds and Miscellaneous Provision Act - 1952 (EPF)
- The Employees State Insurance Corporation Act - 1948 (ESIC)
- The Professional Tax Act (PT)
- The Labour Welfare Fund Act (LWF)
- The Contract Labour (Regulation & Abolition) Act - 1970 (CLRA)
- The Minimum Wages Act-1948
- The Payment of Wages Act-1936
- The Payment of Bonus Act-1965
- The Maternity Benefit Act-1961
- The Payment of Gratuity Act-1972
- The Equal Remuneration Act-1976
- The Industrial Establishment (N&FH) ACT



- The Employment Exchange (Compulsory Notification of Vacancies) ACT-1959
- Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) ACT, 2013
- Employees Compensation ACT-1923
- The Industrial Employment (Standing Orders) ACT 1946 - Model Standing Order Only
- The Industrial Disputes ACT 1947
- The Apprentice ACT, 1961
- The Interstate Migrant Workmen (Regulation of Employment and Conditions of Services) ACT, 1979
- Factories ACT, 1948

We Have Years of Experience and Expertise in the Following Areas

- Statutory compliance audit
- Statutory advisory services
- Statutory benefits administration

## BENEFITS OF OUTSOURCING COMPLIANCE

Our clients benefit from outsourcing **statutory compliance management** in many different ways.

- Sound corporate governance
- An increase in focus on strategic business areas
- A reduction in the labour overheads
- Timely compliance and adherence to all the different statutes and labour laws
- Avoidance of all litigation and associated costs that may arise out of non-compliance
- Complete and accurate maintenance all records that are relevant to compliance

## OUR SCOPE OF WORK

We offer our services across India, covering all the following under the labour laws that are applicable to your factory of establishment:

- Audit of Labour Law compliance
- Licence application/amendment/renewal
- Maintenance of statutory registers, records, notices and returns
- Liaison with Factories, Labour, ESI and PF authorities
- Remittance of statutory payments

- Continuous monitoring of contractor compliances
- Nominations under different legislations
- Exemptions under labour legislations
- Benefits under labour legislations
- Accident coordination activities

When a client engages us, we conduct a one-time audit before the assignment to assess the current status of statutory compliance according to the various Central and State Acts. Then we prepare a detailed audit report which we submit to the client. This audit will reveal all the strong and weak areas in terms of compliance, and lay out a clear plan on how to move forward. Based on the audit findings and consultation with the client, we then proceed other activities to make sure that the business is hundred percent compliant to all statutes and labour laws.

No matter what the size of your organisation is - small, medium, or large - you no doubt face the growing challenge of complying with the rapidly evolving and highly complex compliance requirements.

To know how we can help your organization with our range of Statuary and Compliance Outsourcing Solutions, schedule an appointment with us right away.

**Our Offices where we think for our clients & work for our Passion 😊😊**

**D & A Consulting Services @ Chennai – Enchanting Tamilnadu**

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