Establishment Payment and Reimbursement

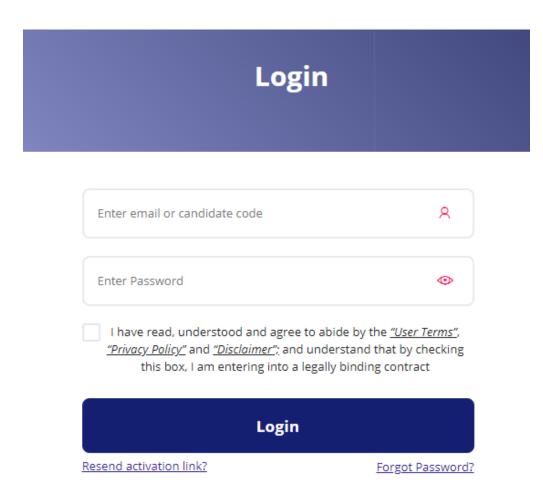
Help Document

Establishment Login

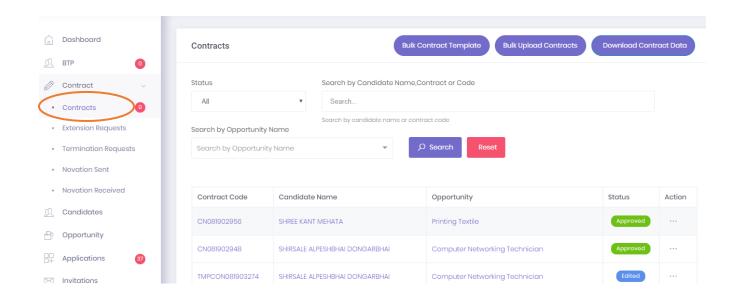
Step 1: Click on Login button on the top (screenshot below)



Enter your login email and password and click on **Login** button to view the dashboard.



Step 2: Navigate to **Contracts** menu on left hand side to view the list of contracts under Optional Trades for which reimbursement is to be claimed under NAPS for the OJT period.



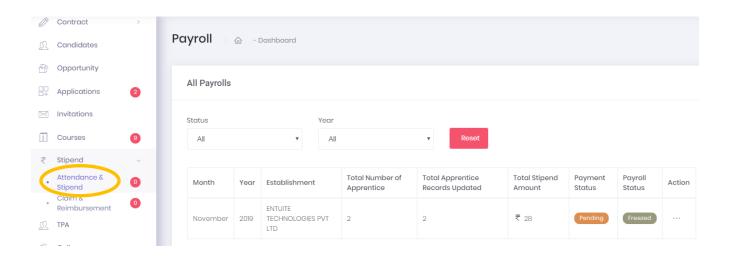
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Attendance and Stipend Process

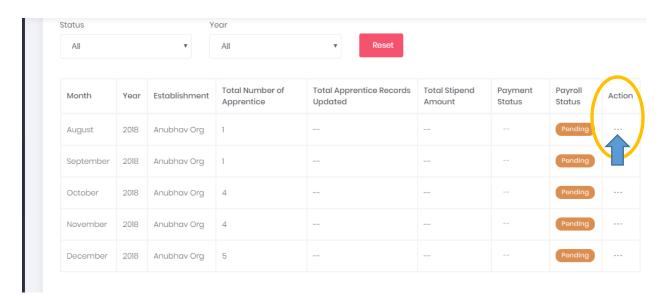
Step 3: For any apprentice whose contracts are not in the list i.e., not uploaded on portal please generate new contracts for those apprentices through the portal. Help document for generating the contracts (user manual) can be downloaded from portal under "**Get Started**" section.

Bulk contract feature can also be used to generate contracts in one-step. Bulk excel template and upload button are provided in contracts tab as in above screenshot.

Step 4: After generating pending contracts and sign by apprentices, please click on "Stipend" tab as in screenshot below then click on "Attendance & Stipend"



Step 5: Click on "..." icon under Action column then click on "View Payroll Details". This needs to be done for each month.



Step 6: Fill the "Unauthorized / Leave Without Pay (No. of Days)" and whether any "Additional Stipend" is payable over and above the Contract Stipend.

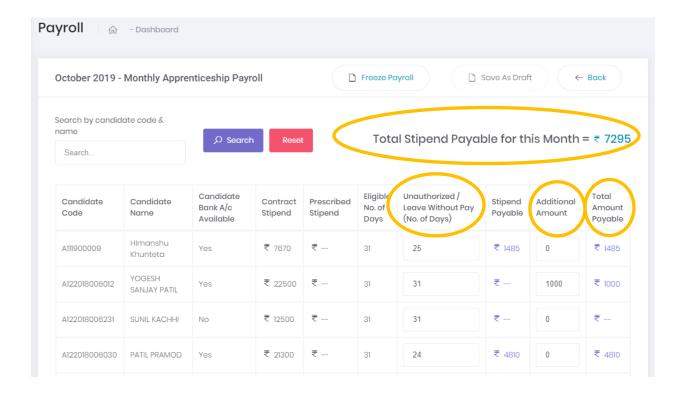
This needs to be filled for each Apprentice. There is an option to "Save as Draft" in between and continue from where you left in the next session.

The "**Total Amount Payable**" will be calculated by the system and will be shown for completed records when form is "**Saved as Draft**"

Formula:

Stipend Payable = ["Eligible no. of days" – "Unauthorized Leave Without Pay"] x "Contract Stipend"/ "Calendar Days"

Total Amount Payable = "Stipend Payable" + "Additional Stipend"



NOTE: "Total Stipend Payable for this Month" is the sum of the "Total Amount Payable" for all the apprentices for that month.

Ensure that the total amount paid or credited to the apprentice bank should not be less than "**Total Amount Payable**"

Step 7: After entering the **Leave without Pay** and **Additional Stipend** Details for each apprentice, Click on "**Save as Draft**" and verify the **Total Stipend Payable** amount for each apprentices.

NOTE: The calculation will update once user clicks on save as draft.

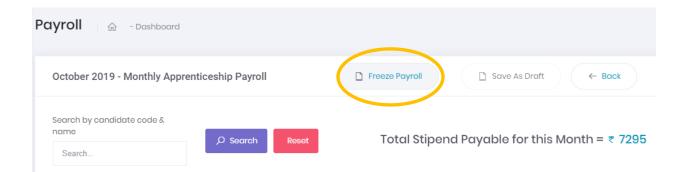
Please ensure the **Leave without Pay** (LWP) and the total amount payable should be correct, click on "Freeze Payroll".

NOTE: You will not be able to make any modifications after Freezing Payroll for that month.

The "Apprentices Act 1961 (amended upto 2014) does not prohibit any employers to pay PF/ESI benefit to apprentices, they are free to extend these benefits to the apprentices provided the "Provident Fund and Miscellaneous Provision Act, 1952" and "State Insurance Act", 1948 permit this.

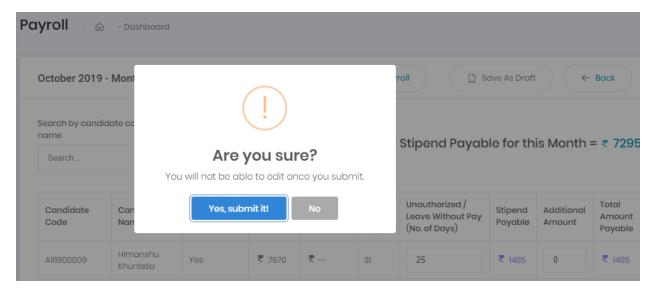
However, in case an establishment opts to register an apprentice under the ESI/EPF, they need to ensure the following:-

- That the net stipend disbursed to the apprentice after adjusting the deduction made on account
 of EPF/ESI contribution is NOT less than the prescribed amount stipulated under the Apprentice
 ACT/rules and
- The ESI/EPF account w.r.t an apprentice are newly opened accounts. This is to ensure that an
 establishment is not engaging a person as an apprentice who has formally been a worker in its
 establishment or any other establishment.



Click on "Yes, submit it!"

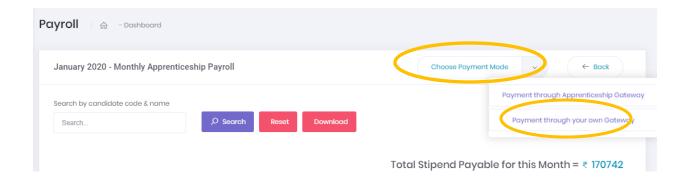
NOTE: Once the payroll is submitted, it can't be edited. Please ensure that all the attendance and stipend details are correct before freezing the payroll.



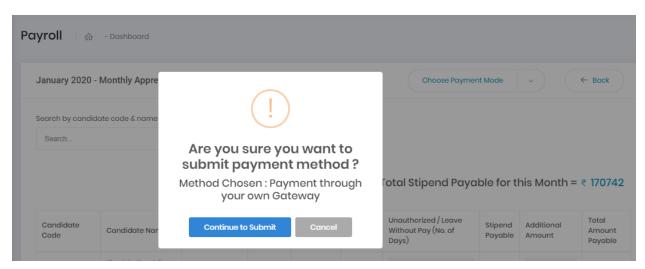
Step 8.a: Selecting Payment through your own Gateway mode

Establishment who wants to pay the stipend through their own payment gateway should select **Payment through your own Gateway** option.

After freezing Payroll, please choose the Payment Mode as "Payment through your own Gateway".



Click on "Continue to Submit" in confirmation screen



NOTE: Please note that the apprentices' bank account should be updated before proceeding.

Once the payment mode is choosen it can't be reverted. Please ensure that you choose the correct payment mode.

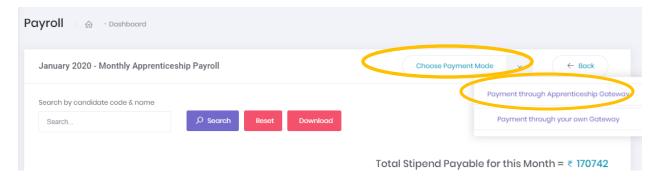
The record for selected month will be updated in month-wise Payroll listing. (Screenshot below)

Month	Year	Establishment	Total Number of Apprentice	Total Apprentice Records Updated	Total Stipend Amount	Payment Status	Payroll Status	Action
January	2020	DHARMANANDAN DIAMONDS PVT LTD	21	21	₹ 170742		Freezed	
December	2019	DHARMANANDAN DIAMONDS PVT LTD	21	21	₹ 161171		Freezed	
November	2019	DHARMANANDAN DIAMONDS PVT LTD	21	21	₹ 150937		Freezed	
October	2019	DHARMANANDAN DIAMONDS PVT LTD	21	21	₹ 158785		Freezed	***
September	2019	DHARMANANDAN DIAMONDS PVT LTD	21	21	₹ 158673		Freezed	***
August	2019	DHARMANANDAN DIAMONDS PVT LTD	21	21	₹ 159035		Freezed	***
April	2019	DHARMANANDAN DIAMONDS PVT LTD	21	21	₹ 147930	Payment through your own Gateway	Freezed	***

Step 8.b: Selecting Payment through Apprenticeship Gateway mode

Establishment who wants to pay the stipend through Apprenticeship portal gateway should select **Payment through Apprenticeship Gateway**option.

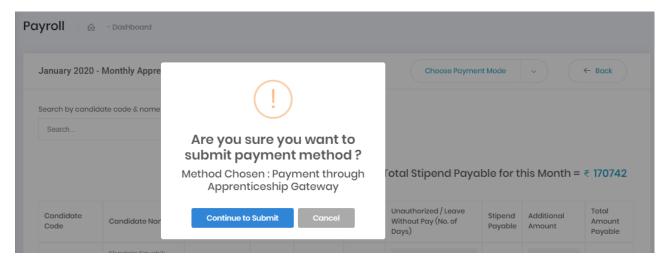
To submit the payroll click on "Payment through Apprenticeship Gateway" as shown in the screenshot.



Click on Continue to submit as shown below

NOTE: Please note that the apprentices' bank account should be updated before proceeding in case the stipend is processed through Apprenticeship Portal gateway.

Once the payment mode is choosen it can't be reverted. Please ensure that you choose the correct payment mode.



A confirmation message appears, to view the virtual bank details for processing the payment click on View **Bank Details** button as shown below.



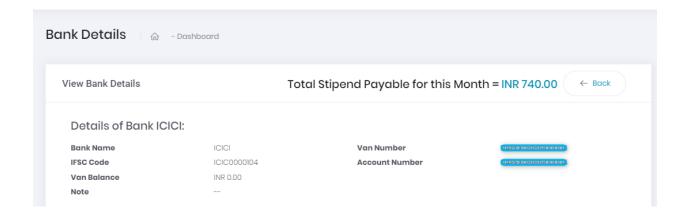
Payment Method Successfully Selected



The bank details section shows the details of VAN account through which stipend payment have to be processed to the apprentices. Each Establishment will have their own VAN account number.

If the VAN balance is less than total stipend payable, then Establishment need to transfer the sufficient amount of money in the provided VAN account number through NEFT.

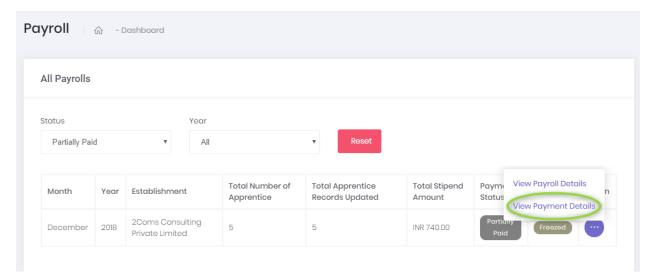
Kindly note that the VAN balance should be equal to or greater than the total stipend amount payable for a given month so as the automatic payment can be processed.



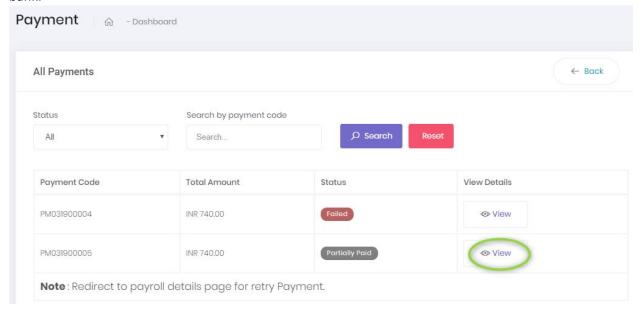
Once the VAN balance is greater than the total Stipend payable for this month, the Payment Status in payroll listing changes to **Published**.

The payment will be processed as per normal bank payment processing. Establishment can get the status update of the payment within 1 day from the transaction.

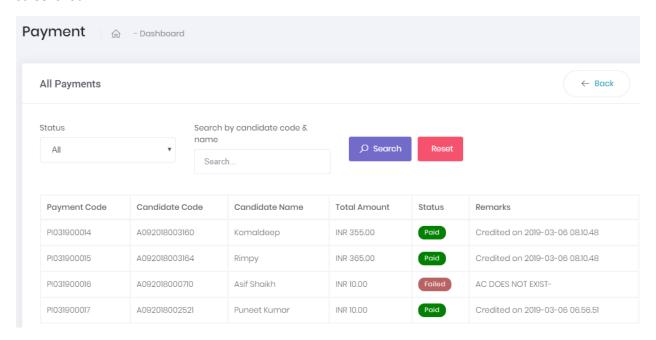
To view the payment details go to **Stipend > Attendance & Stipend** and click on **action > View Payment Details**



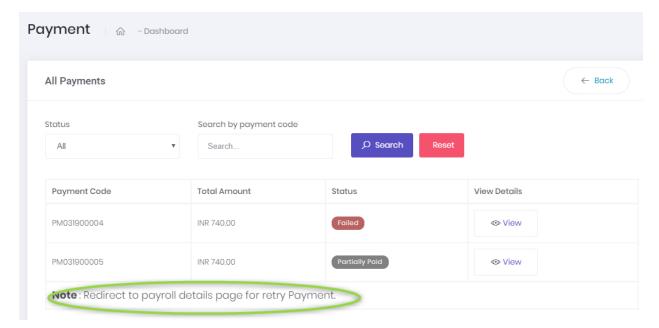
The status against each payment file will be updated based on the transaction status provided by the bank.



Click on **View** action to view further details of payment status for each apprentice as shown in below screenshot.

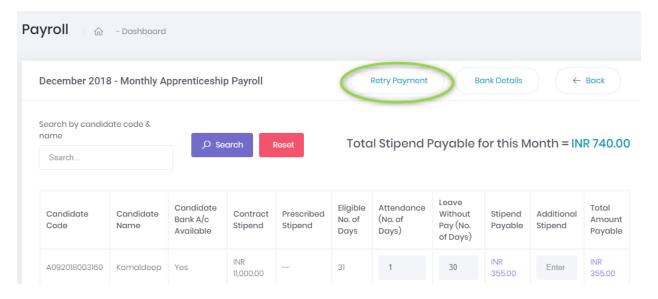


In case the Payment is failed due to any reason like wrong account no. or IFSC code etc., Establishment can retry the payment after ensuring that correct bank details of apprentices are provided. In below screenshot click on **Redirect to Payroll details page for retry payment** in case the status of any payment is failed.



The retry payment will navigate the Establishment payroll page. Click on **Retry Payment** which would generate new payment file for processing of failed payments.

The new file will be available under **Attendance & Stipend > View Payment** details under given payroll.



Step 9: Complete the same process from **Step 5 to Step 8** for all the months.

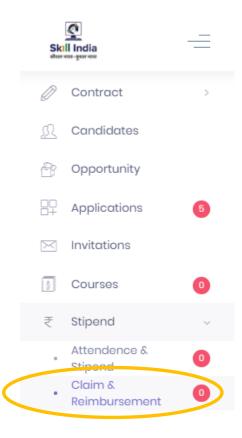
This will complete the Attendance and Stipend process.

Reimbursement Process

The claim will be generated on quarterly basis of each month in the quarter.

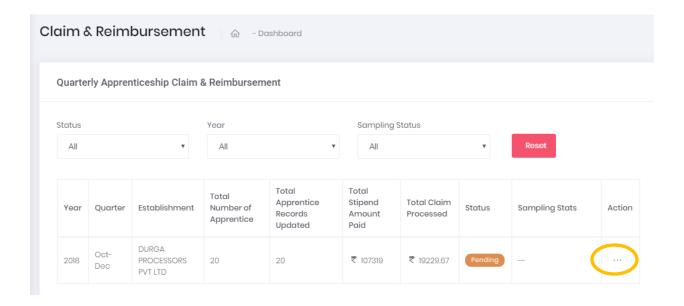
E.g. for Quarter Jan-Mar the claim will be generated once the payroll for Jan, Feb and March is freezed and payment method is selected.

Step 10: Click on Stipend > "Claim & Reimbursement"



Step 11: Quarter wise Claim forms will be listed as in below screenshot.

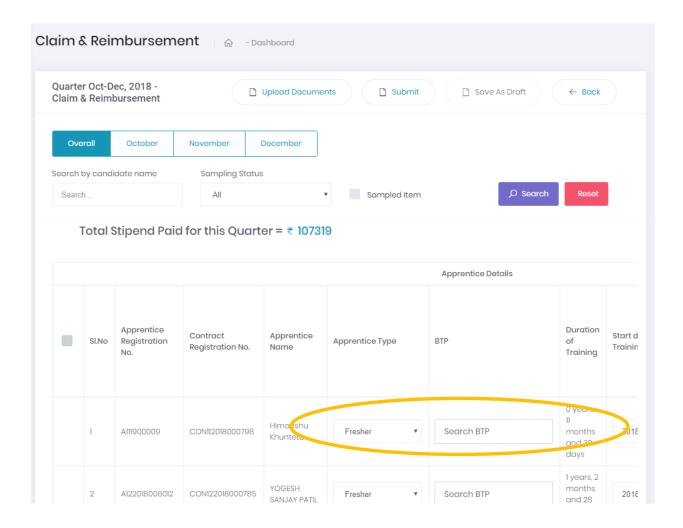
Click on "..." icon under Action column then click on "View Claim Details".



Step 12: List of all eligible contracts for NAPS will be listed as in below screenshot. The following details need to be filled in for every apprentice listed in the form:

- a. Apprentice Type: BT Exempt or Fresher as the case may be
- b. BTP BTP ID is to be entered from the approved list of centers available on the portal (the approved list can be cross-checked in the contract form)
- c. Start Date of OJT training (on-the-job training) to be chosen from calendar (if not fetched from the contracts)
- d. Bank Transaction UTR no. NEFT/ ECS reference no. or cheque no. has to be filled in for each of the 3 months of the quarter

NOTE: Establishment can only claim for the OJT (On-the Job Training) only.



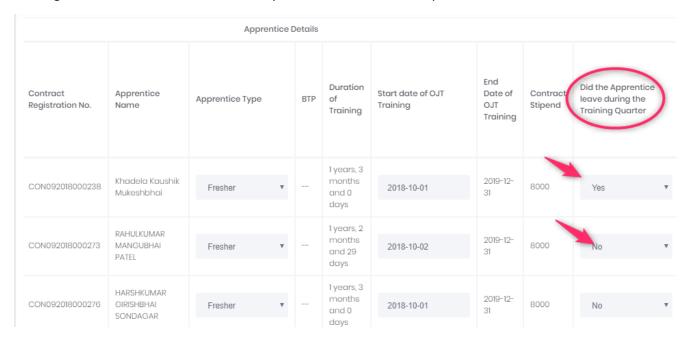
Step 13: You can save the form in between by clicking on "Save as Draft" and can continue from where you had left earlier. Reimbursement amount will be updated against each apprentice for the selected quarter on saving the form as draft. (Screenshot below)

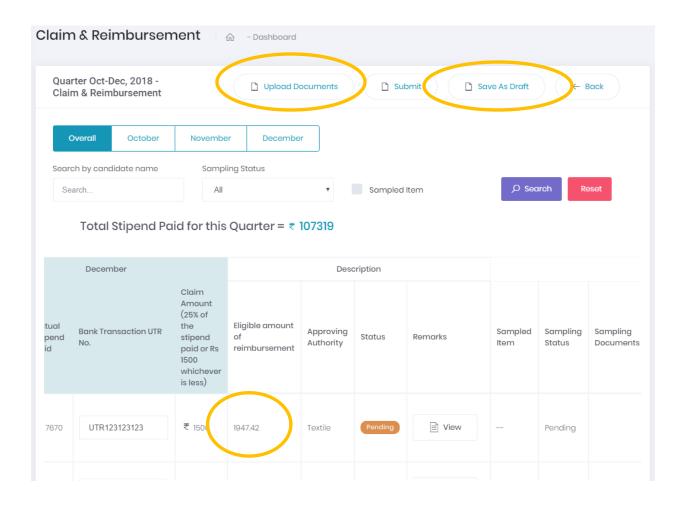
Reimbursement for each quarter shall be made only after adjusting for dropouts apprentices as per NAPS guidelines.

In the column "Did the Apprentice leave during the Training Quarter?"

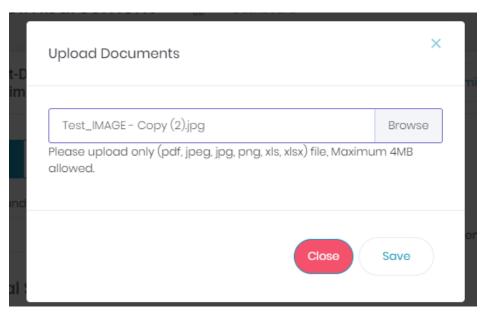
- If the apprentice left/dropout without the completing the training, select "Yes" from the dropdown
- If the apprentice has completed the training in the middle of the quarter or available for entire quarter, select "No" from the dropdown

The eligible claim amount will become 0, if yes is selected in above steps.



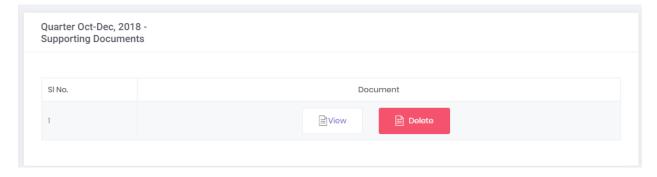


Step 14: click on **Upload documents** (as marked in above screenshot) and upload supporting documents for the claim submitted. Upload the documents and click on save.



To view the uploaded documents, scroll to the bottom in the claim form and click on View.

To delete the document, click on **Delete** button.



NOTE: Please upload below documents for the claim form.

 Copy of cancelled cheque to be uploaded along with declaration and updated format of excel annexure (available on portal- https://apprenticeshipindia.org/ in below screenshot) including sector column.

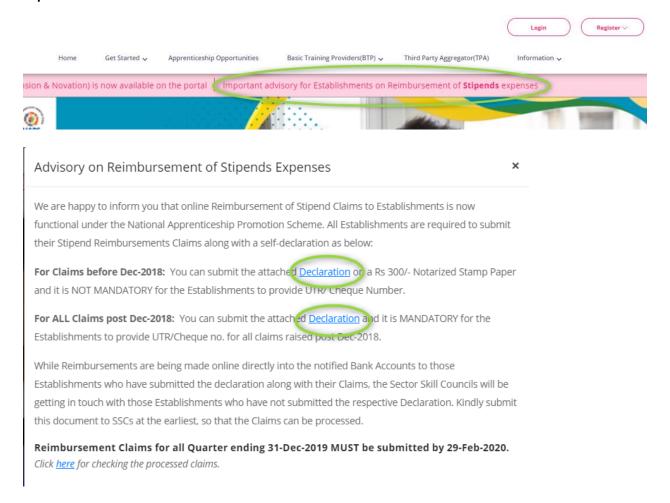
For Annexure, please click on **Modification to stipend reimbursement process under NAPS** and download the Annexure.



Modification to stipend reimbursement process under NAPS

- ×
- 1. In case the Claims pertains to more than one Sector, Establishment must add Sector column in the Excel Annexure in order for SSC to identify Claims for their respective sectors.
- Since Claims Sampling is now online, Establishments are required to upload Bank Certificate on the Portal against each sample.
- 3. A new field/feature has been added in the Portal in Reimbursement section to deal with cases where an Apprentice leaves the Apprenticeship Training during the Quarter. In the drop-down menu, the Establishment has to click:
 - a. YES if the apprentice has left during the Quarter on his own or due to termination of contract by the Establishment or for any other reason before the completion of the Contract.
 - b. NO if the contract gets completed in the middle of the quarter
- It is necessary for the Establishment to pay the stipend for a particular month before the 10th of the following month.
- 5. Copy of cancelled cheque along with the documents of declaration and excel annexure.

For Declaration, please click on **Important advisory for Establishments on Reimbursement of Stipends expenses** and download the Declaration.



- 2. Copy of cancelled cheque is demanded to ensure that the funds are going to the correct account and any possibility of manual error is avoided". Also, ensure that same bank details are updated in your profile.
- 3. Make sure the amount of stipend paid in the portal should match with the amount mentioned in excel annexure and declaration.
- 4. The amount in bank certificate should match with the amount of total stipend actually paid.
- 5. Ensure each and every column of the declaration is properly filled.
- 6. Ensure that all the apprentice's claims are verified by concerned SSCs, so claim reimbursement can be processed in one go.

The eligible claim amount each apprentice for a quarter will be equal to 25% of the stipend paid as per norms or INR 1500 whichever is less.

As per NAPS guidelines, point no IV of point 9 "Processing of Claims under NAPS." Payment for last quarter shall be made only after apprentices appear for the assessment.

NOTE: Below is list of claim status which

- a. Pending: Claim is with Establishment
- b. Sent for Verification: Pending with SSC verification
- c. Verified: Claim is verified by SSC
- d. Verification sent back: Pending with Establishment (sent back by SSC)
- e. Sent back at level 1, 2, 3: Pending with Establishment (sent back from Level 1, 2 and 3 respectively)
- f. Approved at level 1, 2, 3 (Approval of the claim at 1, 2 and 3 levels respectively)

Year	Quarter	Establishment	Total Number of Apprentice	Total Apprentice Records Updated	Total Stipend Amount Paid	Total Claim Processed	Total Verified Claim Amount	Status
2019	Jul-Sep	CHENNAI PETROLEUM CORPORATION LIMITED	33	33	₹ 939425	₹ 144000	₹	Verification Sent Back
2019	Jul-Sep	ORIENTAL RUBBER INDUSTRIES PVT. LTD.	45	45	₹ 597672	₹ 104461.29	₹	Sent Back at level 1
2019	Jul-Sep	Oilmax Systems Private Limited	4	4	₹ 64994	₹ 3000	₹	Sent For Verification
2019	Jul-Sep	EDU VANTAGE PRIVATE LIMITED	1	1	₹ 34387	₹ 4500	₹ 4500	Verified
2019	Jul-Sep	BHIDWARIYA SHIKSHA PRACHAR PRASAR SAMITI	2	2	₹ 4800	₹ 1200	₹	Pending

Step 15: Click on **Submit** after all the records and document upload is completed.

This will complete the claim form submission process.

Claim Sampling Process

Step 1: Navigate to Stipend > Claim & Reimbursement listing

Sampling will be initiated for the claims which are verified by SSC. If the sampling status is blank, that means the sampling has not been initialized.

The sampling status can be seen in the claim listing. Below are the various sampling status explained.

Initiated- Sampling has been initialized for claim items by portal

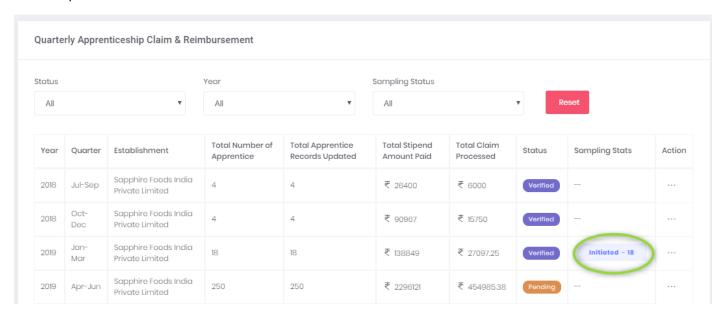
Submitted- Sampling has been submitted by Establishment

Approved- Sampling claims items which are approved for reimbursement

Sent Back- Sampling claim items which are sent back and need correction in bank certificate

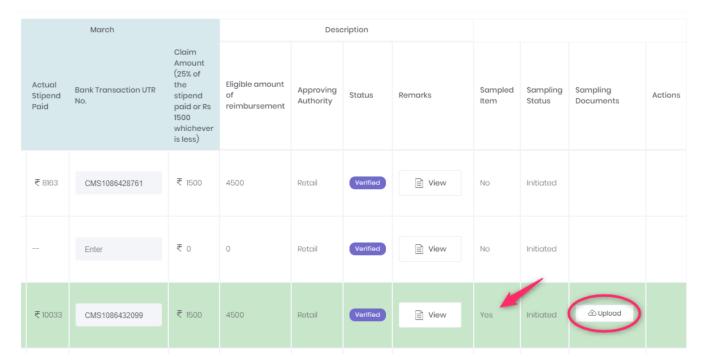
Rejected- Sampling claim item has been rejected and will not be part of the claim anymore

Click on **View Claim Details** under action column to view the claim details to view the details of the sampled claim.



Step2: Establishment needs to provide the proof of Bank Certificate of the transaction for the apprentice's stipend against the sampled claim items in a sampling batch. The sampled items are highlighted in light green row as shown below.

Establishment can filter the claims by sampling status and sampled items.

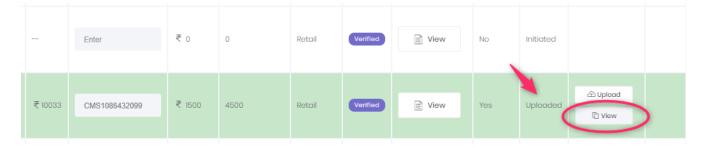


Step3: Click on **Upload** button to browse the bank certificate document and click on **Submit** to upload the document



To view the uploaded file click on View button. To upload more files click on Upload again

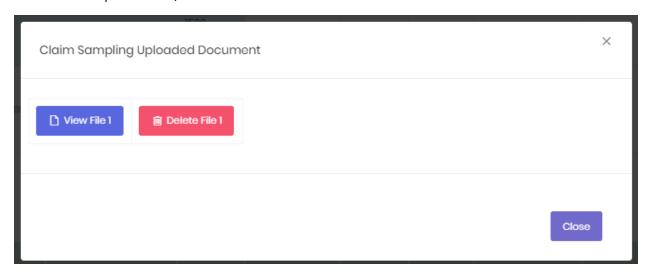
NOTE: The status of the sampling changes to **Uploaded** once, bank certificate is uploaded.



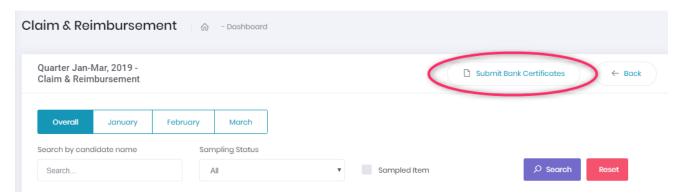
All the sampled documents will appear on clicking View.

To View the file click on View File button.

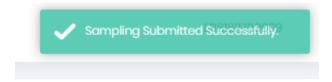
To delete the uploaded file, click on **Delete File** button as show in below screenshot.



Step 4: Once respective documents are uploaded, click on **Submit Bank Certificates** button on top.

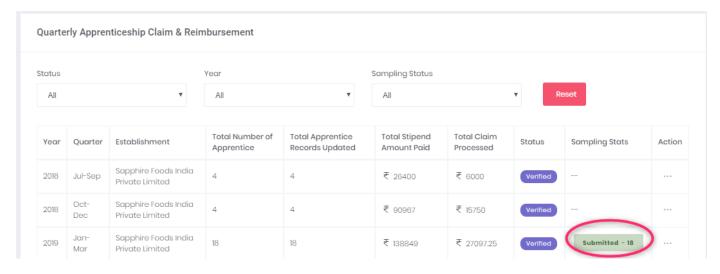


A success alert come on top right of the screen.



NOTE: All the claim items which are part of the sampling process gets submitted at once.

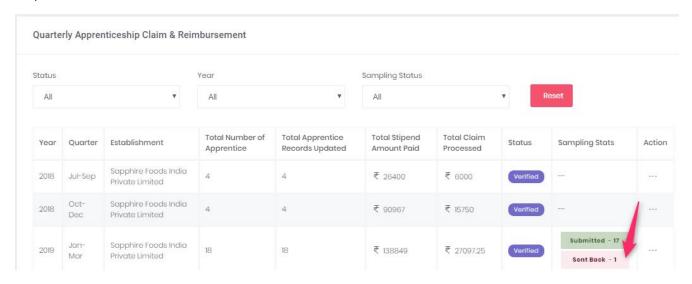
Step5: The sampling status can be seen in the **Claim & Reimbursement** Listing.



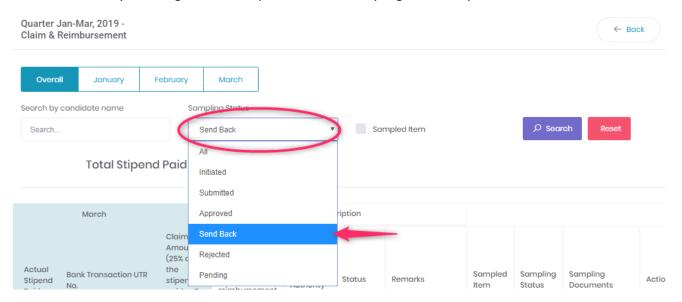
In case the sampling document needs any correction from the approver, the status shows as **Sent Back** along with the count of sampled claims which are sent back.

Establishment has to review the comments and upload correct sampling documents.

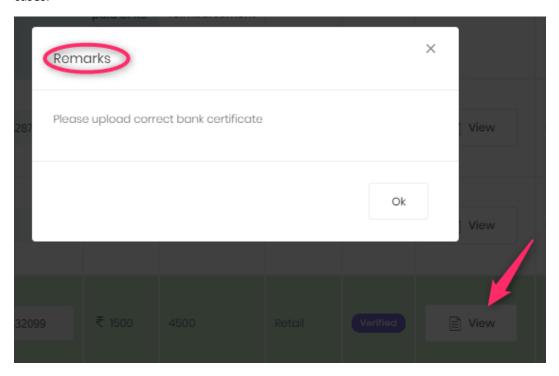
Step6: Click on View Claim Details under action.



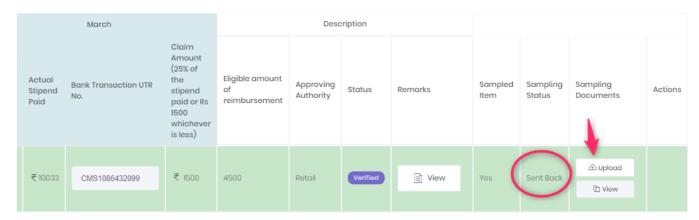
Filter the claims by selecting **Send Back** option from the Sampling Status dropdown and click on **Search**.



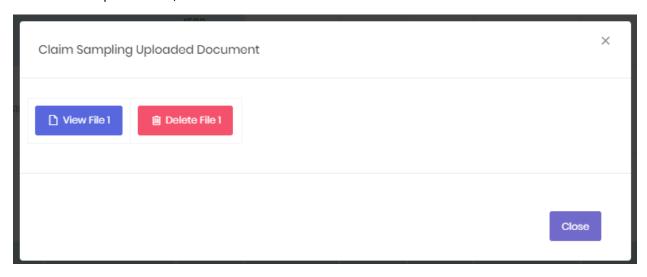
Click on **View** button under Remarks column to view the remarks for the Sampled Item which is Sent Back. Establishment needs to make the required correction and resubmit the bank certificates in such cases.



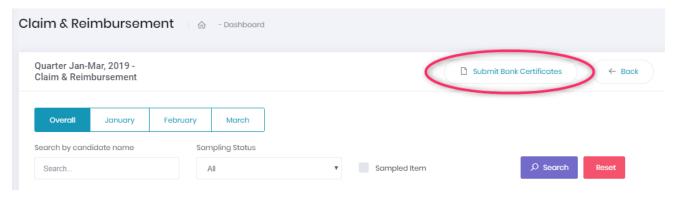
To re-upload the correct bank certificate, click on **Upload** and browse a new file. (same as in previous steps.)



To delete the uploaded file, click on **Delete File** button as show in below screenshot.



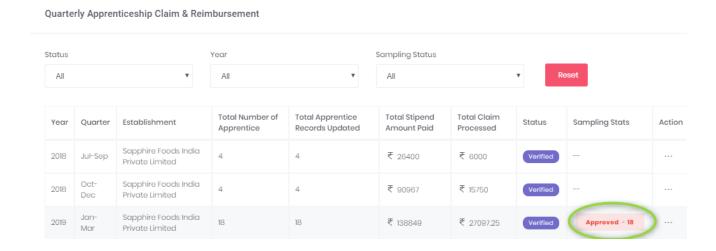
Step7: Click on **Submit Bank Certificates** button on top to resubmit the bank certificates.



NOTE: If the sampled bank certificate is rejected. Establishment needs to provide the bank certificates of all the remaining claim items which are part of sampling process.

If the bank certificate is found correct, the claim gets approved by the authority.

The sampling status shows as **approved** as shown in below screenshot.



NOTE: Please check the claims reimbursement status from PFMS link whether claims are processed or not.

https://pfms.nic.in/static/NewLayoutCommonContent.aspx?RequestPagename=static/KnowYourPayment new.aspx