

Hoonartek Shift Allowance Policy NSE V1.2

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Date: – 14-Jun-24

Hoonartek Shift Allowance Policy NSE

1. Purpose & Scope

The objective of the policy is to implement Shift working as per Business need in the organization. This Allowance is paid only for India region.

2. Roles and responsibilities

Reporting Manager:

- An employee will be officially assigned to a Shift as per the project requirement.
- HR is intimated on attendance@hoonartek.com about the project requirement to be allocated/ changed in Keka about respective Shifts.
- The completed timesheet and approval for the same will be provided.

Employee:

- Make request for Shift Allowance payment to the respective Reporting Manager through mail and BU Head Approval in cc.

HR:

- Verify the request with time logs of the employee in Keka and Time Sheet System going forward.
- Approve the Shift Allowance payment as per the Shift Allowance Policy
- Send the data to payroll team as per the cut-off date/deadline for salary processing

Payroll team:

- Shift Allowance processed along with the salary subject to all statutory deductions as per applicable laws.

3. Guidelines on Shift Allowance

- Employees will be officially assigned to a Shift on instruction from the Reporting Manager
- The Reporting Managers are responsible for communicating the change in Shift plans to the HR.
- Following is the Table on basis of which the Shift Allowance in INR Rs. shall be disbursed:

Shift	Time of Shift (India Time)	Per Shift Allowance
S1	06:00 am to 03:00 pm	400
S2	02:00 pm to 11:00 pm	600
S3	10:00 pm to 07:00 am	800
G	09:00 am to 07:00 pm	0

- ❖ Flexitime will not be applicable to employees working in Shift and hence the client agreed SLA / timings will be strictly monitored.
- ❖ The Shift Allowance is applicable only for days on which the employee has worked in the Shifts as per

the Slab mentioned above. Same Shift Allowance will be applicable if the employee is asked to work on weekends and fixed holidays as per the rotational schedule.

- ❖ For General Shift, there will not be any allowance applicable.
- ❖ The allowances paid monthly per government IT regulation will be subject to individual tax deductions as applicable (shown in salary slip).

Note:

- The policy outlined is subject to change from time to time as per client and business decision
- The policy contained in this manual may be added to, deleted or changed by the company at its sole discretion and without any prior intimation to the employees. The changed policy shall be uploaded on the Keka portal.
- It is employee's responsibility to keep themselves abreast with the changes in the policies.
- This policy is applicable only to NSE Operations project as of now and any other teams working in shift must inform in advance and take approval from HR for same.

Document Version History

Version No.	Description	Date	Approved By
0.1	First Release – Initial draft of the document for management review and approval	30-Mar-22	
1.0	Second Release – Final document after review and approval for circulation and implementation.	1-Apr-22	Nishant Shukla
1.1	Third Release - Company logo change	31-Aug-22	Nishant Shukla
1.2	Fourth Release – Update in company logo based on branding guidelines from Top Management.	14-Jun-24	Nishant Shukla

Document Review History

Version No.	Review Comments	Review Date	Reviewed By
0.1	First Review – No change suggested. Document signed off for implementation.	1-Apr-22	Nishant Shukla
1.1	Second Review - Company logo change	30-Aug-22	Nishant Shukla
1.2	Third Review - Update in company logo based on branding guidelines from Top Management	13-Jun-24	Nishant Shukla