Siddharth Patil

Compliance Officer, Labour and Statutory

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PERSONAL STATEMENT

Labour and statutory compliance officer with 8 years of experience managing compliance for manufacturing plants and a facility services company with 9,000+ employees across 40 sites in 6 states. Handles CLRA licences, Factories Act and Shops and Establishments registrations, PF, ESIC, PT, LWF, bonus and gratuity compliance, contractor audits and labour code readiness.

WORK EXPERIENCE

Compliance Officer, Labour and Statutory · **Deccan Integrated Facility Services Pvt Ltd, Chhatrapati Sambhajinagar** Jun 2022 – Present

- Own labour compliance for 9,000+ deployed staff at 40 client sites in Maharashtra, Karnataka, Gujarat, Telangana, Goa and Madhya Pradesh.
- Track 260+ registrations, CLRA licences and periodic returns in a compliance tool, achieving 100% on-time renewals for 2 years.
- Run monthly PF, ESIC, PT and LWF audits against payroll and challans, cutting client audit observations from 46 to 9 a year.
- Updated minimum wage rates within 15 days of each state notification and prepared a gap analysis for wage, leave and gratuity rules under the labour codes.

Officer, Statutory Compliance · **Godavari Steel Castings Ltd, Jalna** Jul 2018 – May 2022

- Maintained Factories Act registers and annual returns, CLRA records and contractor compliance for a 1,200-worker plant.
- Audited 22 labour contractors every month for wage payment, PF and ESIC deposits before releasing bills.
- Coordinated 7 labour and factory inspections with zero prosecutions and closed all observations within agreed timelines.

EDUCATION

LL.B. in Law · **Marathwada Law College, Chhatrapati Sambhajinagar** 2015 – 2018
Grade: 62%

Post Graduate Diploma in Labour Laws and Labour Welfare · **Institute of Labour Studies, Pune** 2014 – 2015
Grade: First Class

SKILLS

Labour law compliance | CLRA licences and returns | Factories Act compliance | Shops and Establishments registration | PF, ESIC, PT and LWF audits | Minimum wages and bonus compliance | Contractor compliance audits | Labour codes gap analysis

CORE SKILLS

- Attention to detail
- Risk assessment
- Inspection handling
- Documentation discipline
- Multi-state coordination

LANGUAGES

English · Professional | Marathi · Native | Hindi · Fluent | Kannada · Conversational

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