Statutory Payroll Planner

Release notes and error codes

Version 1.2.0 | Released 27 October 2026 | Techmin HR Solutions

What is new in Version 1.2.0

- New Feedback panel at the foot of the page: a link to the short customer feedback form for this software, a "Review us on Google" button and an animated link to tools.complypro.co.in. The form asks what developments you expect in the next versions.
- New error code PP-E701: shown if the feedback form is opened while the device is offline.

What was new in Version 1.1.0

- The CTC statement carries no Techmin logo. Its footer, and the last row of every Excel download and copied table, read "Generated using Statutory Payroll Planner v1.1.0 by Techmin HR Solutions".
- New Error codes tab. Every warning note and message carries a code such as PP-W201, with a cause and a solution.
- Security: Content Security Policy, clickjacking guard, referrer policy, limits on import size and row count, safe restore of backups (unknown fields are dropped, dangerous keys blocked), complete HTML escaping of text (including apostrophes), and protection of copied and Excel cells against spreadsheet formula injection.

Error codes and solutions

Every message carries a code in square brackets. Quote the code when you ask for help.

Code	Type	What it means	What to do
PP-W201	Warning	A salary scenario has no balance head.	Add a head and set it to Balance so that the heads add up to gross pay.
PP-W202	Warning	Only the first balance head receives the remainder.	Keep one balance head. The others are set to nil.
PP-W203	Warning	Wages in a scenario include an add-back under the 50% wage test.	Review the heads that are added back, and the effect on PF and ESI wages.
PP-W204	Warning	Bonus is switched off in Settings.	Switch bonus on in Settings to see bonus amounts.
PP-W205	Notice	Example employees are loaded.	Replace them with your own employees, or use Clear all.
PP-E301	Error	A scenario needs at least one head.	Keep at least one salary head in the scenario.
PP-E302	Error	The backup file or text is not a valid Payroll Planner backup, or it is too large.	Use a .json backup created by this tool. The limit is 10 MB and 5,000 employees.
PP-E303	Error	The Excel library did not load.	Check the internet connection and reload. Copy for Excel works without it.
PP-E304	Error	The import file could not be read.	Use an .xlsx, .xls or .csv file with the columns listed on the Employees tab.
PP-E305	Error	No employee rows were found in the import file.	Check the column names against the template.
PP-E306	Error	A file could not be saved or downloaded here.	Use Copy instead, or open the app file in Chrome or Edge.
PP-E307	Error	The saved file could not be read or written, or permission was not given.	Tap the storage chip to reconnect, or use Download backup.
PP-E401	Error	The import file is too large or has too many rows.	The limit is 10 MB and 5,000 rows. Split the file.
PP-E701	Notice	The feedback form cannot be opened because the device is offline.	Connect to the internet and select the feedback link again.

The user guide and release notes of Version 1.0.0 follow on the next pages.

Statutory Payroll Planner

Release notes and user guide

Version 1.0.0 | Released 24 October 2026 | Techmin HR Solutions, a subsidiary of Techmin Wealth Partners

1. Purpose

Statutory Payroll Planner helps an employer see, before payroll is changed, what a salary structure will mean for EPF, ESI, gratuity, bonus and professional tax. It turns the questions an accountant or HR team normally works out on separate spreadsheets into one tool that anyone in the office can run.

- Compare any number of salary structures (scenarios) side by side on employer cost.
- See each employee's EPF salary, ESI coverage, gratuity eligibility and professional tax under every scenario.
- Produce a monthly salary statement and an individual CTC statement for every employee, ready to copy to Excel or print.
- Keep every rate, ceiling and slab editable, so the tool stays useful when notifications change or when it is used in another state.

2. Who it is for

- Employers, principals and managers of schools, colleges and other establishments.
- Payroll, accounts and HR professionals who prepare salary structures and compliance workings.
- Compliance consultants who need a quick, transparent comparison for a client.

3. What is new in Version 1.0.0

Area	Feature
Employees	Add employees manually or import an Excel or CSV sheet. Name, designation, date of birth, date of joining, gross pay, existing PF wages and existing ESI wages. Untick Include to leave a person out.
Salary scenarios	Unlimited scenarios, each with any number of salary heads. A head can be a percentage of gross pay, a percentage of chosen heads, a fixed amount or the balance. Each head is marked as counting towards wages or not. Heads can be reordered.
Statutory wages	Wages are worked out from the heads marked as wages. If the heads that do not count as wages exceed half of gross pay, the excess is added back.
EPF	Wage ceiling, employee share, EPS share, EDLI and admin charge. Pension share stops at the age you set. All values are editable.
ESI	Coverage tested on wages against the ESI ceiling. Employee and employer shares, with nil employee share below a daily-wage limit.
Gratuity	Eligibility date, completed service, gratuity on counted years at two valuation dates, amount payable, and the gratuity for the year between them, with a maximum limit.
Bonus	Estimate for an accounting year using an eligibility ceiling, a calculation ceiling and your bonus rate. It can be switched off for establishments that are outside bonus.
Professional tax	Slabs that you enter for your state (half-yearly, monthly or yearly). Kerala half-yearly slabs are pre-filled as an example.
Reports	Scenario comparison, PF and ESI by employee, gratuity, bonus, monthly salary statement with leave without pay, and a Present and Proposed CTC statement.

Area	Feature
Storage and backup	Data stays in the browser. In Chrome or Edge it can be saved automatically to a file you choose the first time. Backup can be downloaded, copied, uploaded or pasted back.
Look and feel	Techmin HR Solutions branding, light and dark themes, works on phones and computers.

4. How to use the Planner

1. Open the Planner. On the first visit it asks where your data should be saved. In Chrome or Edge on a computer, choose a dedicated file; the Planner then saves to it automatically. Otherwise choose Not now and use Download backup regularly.
2. Settings: enter your institution name, the date for service and age, the two gratuity valuation dates, and check the EPF, ESI, gratuity and bonus values. Fill in the professional tax slabs for your state.
3. Employees: clear the example rows, then add your employees or import an Excel or CSV sheet. Enter existing PF and ESI wages (what you contribute on today) as 0 where none.
4. Salary scenarios: edit the two starter scenarios or add your own. Add heads, choose how each is worked out, tick Counts as wages where it applies, and check the preview at a gross of Rs. 30,000.
5. Comparison: read employer cost per month and per year, gratuity for the year, bonus and first-year cost for each scenario. Review any warnings shown above the table.
6. PF and ESI, Gratuity and Bonus: choose a scenario and read the working for each employee. Use Copy for Excel or Download Excel to take the table out.
7. Salary statement: enter leave without pay days if any, and copy or download the statement for the month.
8. CTC statement: choose a scenario and an employee, and read the Present and Proposed CTC. Print it, or copy it to Excel, for the employee to sign and return.
9. Backup and storage: download a backup file after major changes. To restore, upload the file or paste its text.

5. How the main figures are worked out

- Statutory wages: the sum of the heads marked as wages, plus any add-back under the 50 per cent test.
- EPF: wages up to the ceiling, with the employee share, the EPS and EPF account split of the employer share, EDLI and admin charge.
- ESI: covered when wages are within the ceiling; employee and employer shares are rounded up to the next rupee.
- Gratuity: days per year divided by the monthly divisor, multiplied by wages and counted years. Part of a year over six months counts as a full year. Payable once the qualifying years are complete, up to the maximum.
- Bonus: the lower of wages and the calculation ceiling, at your rate, for the days worked in the accounting year.
- Professional tax: the slab for gross pay (gross multiplied by 6 where slabs are half-yearly). The monthly figure is the yearly tax divided by 12.

6. Important note: EPF and EPS contributions after 58 years of age

Subject: Treatment of EPF and EPS contributions for employees aged 58 years and above. Please note the following provisions for employees who have attained 58 years of age.

1. Employee's EPF contribution: The employee's EPF contribution will generally continue at the applicable rate, subject to the EPF Scheme provisions.
2. Employer's contribution: Where EPS membership is no longer applicable, the employer's entire 12% contribution will ordinarily be credited to the employee's EPF account, subject to the applicable contribution rules.
3. EPS contribution: The employer's normal EPS contribution of 8.33% will stop after the employee attains 58 years of age, unless an applicable deferred-pension provision permits otherwise.
4. EPF contribution allocation: When EPS contribution is not admissible, the employer's contribution should be allocated to EPF rather than EPS.

5 Payroll and ECR verification: Before filing the Electronic Challan-cum-Return (ECR), verify the employee's date of birth, EPS membership status and any valid deferred-pension election. Ensure the contribution allocation is correctly reflected in the payroll records and ECR.

Illustration: If the applicable EPF wage base is Rs. 25,000 and both employee and employer contributions are 12%, the employee's contribution is Rs. 3,000. Where EPS contribution is not admissible, the employer's contribution of Rs. 3,000 is credited to EPF, subject to the applicable rules.

How the Planner applies this: for an employee at or above the age you set in Settings (58 by default), the EPS share is nil and the whole employer 12% is shown under the employer EPF account. A switch in Settings lets you leave such employees out of EPF if your position differs. The Planner does not check deferred-pension elections.

Disclaimer on this note: Please verify the employee's individual eligibility and the latest EPFO instructions before making payroll changes. This is a general payroll compliance note and should be read subject to the Employees' Provident Funds Scheme, 1952, the Employees' Pension Scheme, 1995, and applicable EPFO instructions.

7. Data, privacy and backup

- The calculations run in your browser. Nothing is sent to Techmin by the Planner.
- Data is held in the browser. Browsers can clear this data, so keep a backup file.
- Automatic saving to a file works in Chrome and Edge on a computer when the Planner is opened as a file or from a trusted web address. The browser asks for permission once each time you reopen it.
- In the online preview and in other browsers, use Download backup and Upload backup instead.
- You are responsible for the security of the device and file that hold employee data.

8. Known limitations and points to confirm

- EPF for members aged 58 and over follows the note in Section 6 and is general in nature. Verify each employee's eligibility, any deferred-pension election and the latest EPFO instructions before changing payroll.
- Employer provident fund is not counted as remuneration in the 50 per cent test. If your adviser treats it as remuneration, a structure can attract an add-back that this version does not show.
- Bonus is a planning estimate. Whether bonus applies to your establishment is for you and your adviser to decide; the Planner has a switch for it.
- ESI contribution periods and the continued-coverage rule are not modelled. Contributions are shown per month.
- Professional tax per month is the yearly tax divided by 12; most states collect it half-yearly.
- The Planner does not file returns, generate EPFO or ESIC files, or connect to any government portal.
- Printing works when the app is opened as a saved file in your browser. In the online preview, use Copy for Excel or Download Excel.
- The cost comparison is not advice on how to structure pay. Whether a structure complies with the law depends on the facts of each case.

9. Version history

Version	Date	Summary
1.0.0	24 October 2026	First release: employees, unlimited salary heads, EPF, ESI, gratuity, bonus, professional tax, salary and CTC statements, backup and saved-file storage.

10. Disclaimer

Statutory Payroll Planner is provided by Techmin Wealth Partners and Techmin HR Solutions (A Subsidiary of Techmin Wealth Partners) ("Techmin") for general information and planning only.

- Not advice: the Planner and these release notes are not legal, tax, accounting, actuarial or financial advice and do not create a professional relationship.
- Your data and current law: results depend on the data, rates, ceilings and slabs entered or edited by the user. Acts, rules, notifications and EPFO or ESIC instructions change, and the default values may be out of date or unsuited to your establishment.

- Statutory references: notes on the EPF Scheme, 1952, the Employees' Pension Scheme, 1995 and the labour codes are general summaries. Read them subject to the original provisions and current instructions.
- Salary structures: scenarios and cost comparisons are illustrations. They are not a recommendation to structure pay to reduce statutory contributions. Have a qualified professional review any change to payroll.
- No warranty and limitation of liability: the Planner is provided "as is". To the fullest extent permitted by law, Techmin and its directors, employees and affiliates are not liable for any loss, penalty, interest or damages arising from use of, or reliance on, the Planner or these notes.
- User responsibility: verify all outputs with the applicable law and official portals, and with a qualified professional, before acting on them. The Planner does not file returns or connect to any government portal.
- Data and privacy: calculations run in your browser and the Planner does not send employee data to Techmin. You are responsible for the device, the saved file and your backups.

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