



GOVERNMENT OF WEST BENGAL

INSPECTION NOTE

Establishment / Shop Details

Date of Inspection & Time :

Name of the Industry / Establishment / Shop :

Address Of Industry / Establishment / Shop :

Nature of Industry / Business :

Name of the person present during this inspection:

Designation of the person present during this inspection :

Mobile No of the person present during this inspection :

Number of workers employed

No of workmen	Male	Female
No of workmen for master role		
No of contractual labour		
No of other worker engaged		

Inspector
of The Minimum Wages Act &
The Inter-State Migrant Workmen (RECS) Act
1979 & W.B. Rules 1981, For Principal
Employer

Owners/Principal Employer/Contractor/Manager/MD/CEO/Others 1	
Name of the Owners/Principal Employer/Contractor/Manager/MD/CEO/Others	
Address, Mobile no and Email of the Owners/Principal Employer/Contractor/Manager/MD/CEO/Others	Mobile No : Email : Reg/Lincense No:

Owners/Principal Employer/Contractor/Manager/MD/CEO/Others 2	
Name of the Owners/Principal Employer/Contractor/Manager/MD/CEO/Others	
Address, Mobile no and Email of the Owners/Principal Employer/Contractor/Manager/MD/CEO/Others	Mobile No : Email : Reg/Lincense No:

Owners/Principal Employer/Contractor/Manager/MD/CEO/Others 3	
Name of the Owners/Principal Employer/Contractor/Manager/MD/CEO/Others	
Address, Mobile no and Email of the Owners/Principal Employer/Contractor/Manager/MD/CEO/Others	Mobile No : Email : Reg/Lincense No:

Owners/Principal Employer/Contractor/Manager/MD/CEO/Others 4	
Name of the Owners/Principal Employer/Contractor/Manager/MD/CEO/Others	
Address, Mobile no and Email of the Owners/Principal Employer/Contractor/Manager/MD/CEO/Others	Mobile No : Email : Reg/Lincense No:

Owners/Principal Employer/Contractor/Manager/MD/CEO/Others 5	
Name of the Owners/Principal Employer/Contractor/Manager/MD/CEO/Others	
Address, Mobile no and Email of the Owners/Principal Employer/Contractor/Manager/MD/CEO/Others	Mobile No : Email : Reg/Lincense No:

Inspector
of The Minimum Wages Act &
The Inter-State Migrant Workmen (RECS) Act
1979 & W.B. Rules 1981, For Principal
Employer

Infringements Under The Inter-State Migrant Workmen (RECS) Act 1979 & W.B. Rules 1981, For Principal Employer

SL.NO	INFRINGEMENTS	DETECTED
1	Violated Sec. 4 rule 3 by not registering the establishment of Principal Employer engaging Inter-State Migrant workmen	
2	Violated Sec. 23(1) rule 33 by not maintaining the register of Contractors in form XII	
3	Violated Sec. 23(1) rule 34 by not maintaining the register of persons employed form XIII	
4	Violated Sec.23(2)rule 40 by not displaying notices showing rates of wages, hours of work, wages periods, date of payment of wages in respect of Inter-State Migrant workmen and name address of the Inspectors having jurisdiction at a conspicuous place at the establishment	
5	Violated Sec. 35(2)(e) rule 41(2) by not submitting Annual Return in Duplicate in Form XXIV for the year within 15th Feb.	
6	Violated Sec. 17(2) Rule 28 by not certifying the wages disbursement to the Inter-State Migrant workmen on the body of the register of wages/wages-cum-Master Roll maintained by the Contractors	
7	Violated Sec. 20(A) read with Rule 42 by not producing required documents and supplying required information or statistic regarding Migrant Labour demand by the Inspector by an order in writing in that matter	
8	OTHER INFRIGMENT	
9	OTHER INFRIGMENT	
10	OTHER INFRIGMENT	

In view of the above noted infringements so detected during this inspection, the employer is directed to remove the violations/irregularities immediately and to produce the Registers/documents before the undersigned on ----- at ----- positively for verification. Failure to comply with the above direction may follow suitable steps under the statute without any further reference from this end. This inspection report is prepared on the spot and duly signed by the undersigned and explained the same to the employer/person present in his own vernacular language.

Inspector
of The Minimum Wages Act &
The Inter-State Migrant Workmen (RECS) Act
1979 & W.B. Rules 1981, For Principal
Employer