

INSPECTION NOTE

(Under West Bengal Shops and Establishments Act' 1963 and West Bengal Rules made thereunder)

1. Date & time of Inspection : 08/09/2017 at 11:20 A.M.
2. Name & Address of the Shop / Establishment : M/S - **ADIRAM'S (An unit of Redwood Infra Projects Pvt. Ltd.)**
Address - 172, Udayrajpur, Madhyamgram, K01-129
Ward / Municipality - Madhyamgram (W) P.S - Madhyamgram
Regd. Office Address, if any -
3. Name & Address of the Shop-Keeper(s)/ Employer(s):
(i) Name - **Rabin Chandra Guha, Tanmoy Guha** Address - 172, Udayrajpur
Madhyamgram, Kolkata - 700129 P.S - Madhyamgram
Ward/Municipality - **Madhyamgram (W-10/11)**
Email Id - Contact No.- **9051758783**

4. Nature of trade : **Sweet and Sweetmeats production and Selling**
5. Trade Licence No. : **200252016028270 / 200252106028273**
6. No. of person(s) employed : Direct - Male : **06** Female : **01** Total- **07**
Through Contractor - Male : Female : Total-

7. Registration Certificate under the Act & Rules: (i) No.
(ii) Details
Name & designation of the person(s) present during inspection : **Amit Samanta**
Store Manager, 7603060246

9. Irregularities / Violations (Marked as ✓) :-
 - (i) Rule 13(1): By not producing the Register of Daily Hours of Work and Rest Intervals of persons employed in Form I.
 - (ii) Rule 21: By not producing the Leave Register in Form J.
 - (iii) Rule 30: By not producing Pay Register in Form M.
 - (iv) Rule 40: By not producing the Register of Overtime Work in Form U.
 - (v) Sec. 17(1) read with Rule 52(1): By not producing the Register of Employees in Form W.
 - (vi) Sec. 16(4)(a) read with Rule 5: Changes made or not, can not be substantiated / By not applying for changes within prescribed period.
 - (vii) Sec. 18 read with Rule 53: By not producing the appointment letters in Form X.
 - (viii) Sec. 5(1) (b): Cannot be substantiated as no attendance register produced.
 - (ix) Sec. 13: Cannot be substantiated as no attendance or overtime register produced/No overtime is given.
 - (x) Sec. 16(3): By not displaying the Registration Certificate.
 - (xi) Rule 48: By not producing the Visit Book
 - (xii) Rule 12(1): By not displaying Form H at the shop / establishment.
 - (xiii) Sec. 11(a)/(b)/(c)/(d): By not substantiating the fact that whether leave is given as per provisions.
 - (xiv) Sec. 16(6) read with Rule 6(1): Renewal is done or not can not be substantiated / By not applying for Renewal within prescribed period
 - (xv) Sec. 16(1) read with Rule 4: Registration done or not cannot be substantiated as no Registration Certificate produced.
 - (xvi) Sec. 6(2): By not substantiating the fact that no employee are made to work for more than 8½ hrs. in a day.
 - (xvii) Sec. 6(2)(i): By not substantiating the fact that working hours including overtime has not exceeded 10 hours in a day for any employee
 - (xviii) Sec. 6(3): By not substantiating the fact that no employee worked for more than 5½ hrs. in a day unless an interval of rest of one hour is given
 - (xix) Rule 54(2): By not preserving and producing all the registers and records for the prescribed Period.
10. Any other irregularities / violations / information :

In view of the above irregularities/violations detected, the Shop-Keeper(s) / Employer(s) is/are directed to remove the aforesaid irregularities / violations and report compliance along with all registers, records, forms and any other documentary evidences of such compliance in the Office of the Assistant Labour Commissioner, Regional Labour Office, Barasat, 24 Pgs (N) 3-KNC Road (Station Road), 3rd Floor, Kolkata-700124 LWFC at Madhyamgram Municipality on 14/9/17 a 11:30 AM P.M. In case of failure to comply with the directions, necessary legal steps will be taken against the Shop Keeper(s) / Employer(s)

Signature of Shop-Keeper(s)/Employer(s)/Person(s) present during inspection.

Amit Samanta
8/9/17

Goutam Chakraborty
Inspector, Minimum wages
& **8/9/17**
Inspector, Shops and Establishments Act
Inspector
Minimum Wages
LWFC, Madhyamgram Municipality
North 24-Pgs. W.B