

INSPECTION NOTE

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

1. Date & time of Inspection : 07/02/2018 at 3 pm
2. Name & Address of the Shop / Establishment : M/S - ADI BANGASREE BASTRALAYA
Address - 2A, Mahatma Gandhi Rd, Kot-9
Ward / Municipality - 49 P.S - Muchipara
Regd. Office Address, if any -
3. Name & Address of the Shop-Keeper(s)/ Employer(s) : MR. GOUTAM SAHA & GOPAL SAHA
(i) Name - Address - DU -
Ward/Municipality - 50 - P.S -

Contact No - 9903308797

Email Id -

4. Nature of trade : Selling of cloths
5. Trade Licence No. :
6. No. of person(s) employed : Direct - Male 01 Female 02 Total- 03
Through Contractor - Male Female Total -
7. Registration Certificate under the Act & Rules: (i) No
(ii) Details

8. Name & designation of the person(s) present during inspection : Goutam Saha, Partner
9903308797

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 8 1/2 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 5 1/2 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 documents evidences of such compliance in the Office of the Labour Commissioner, EL & MW SECTION, 6, Church Lane, Floor, Kolkata-700001 on 20/02/2018 at 1:30 A.M/P.M.

In case of failure to comply with the directions, necessary legal steps will be taken against the Shop-Keeper(s) / Employer(s)

All Documents Submitted

Goutam Saha
7/2/2018

S. Anand 07/02/18
Inspector, Minimum wages

&
Inspector, Shops and Establishments Act

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