

## REPORT OF INSPECTION

(Under Payment of Wages Act, 1936 &amp; the West Bengal Payment of Wages Rules, 1958)

1. Date of Inspection : 27/2/18 - 4:30pm
2. Name and Address of the establishment : A2Z Computers, Ramkrishna Colony, Mal, Jalgaon
3. Nature of business : Computer Sales & Service
4. Name and address of the employer : Ruma Basak
5. No. of persons employed : 1 (one)
6. Wage period :
7. Name and designation of persons present during this inspection on behalf of the employer : Samiran Basak, Husband of owner.
8. Text of inspection :-

On interrogation to the person present and after careful examination of the Register and Records, the following infringements are detected by the undersigned.

- a) Sec. 25 read with Rule 24. : By not displaying the abstract of the Act and Rules in Form-VII.
- b) Sec. 5 read with Rule 9. : By not displaying a notice specifying the wage period and date on which wages are to be paid.
- c) Sec. 12A(1) read with Rule 6. : By not maintaining the Register of Wages in the prescribed manner with all particulars prescribed in the Rule.
- d) Sec. 12A(1) read with Rule 13(3). : By not maintaining the Register of Advances made to the employed persons in Form-III.
- e) Sec. 5(3) : By not paying the wages within 7th/10th day from the end of the wage period.
- f) Sec. 5(4) : By not making payment of wages on a working day.
- g) Sec. 14A : By not providing the Inspector all reasonable facilities for making any entry, inspection, supervision, examination or enquiry under this Act and Rules thereunder.
- h) Rule 14 : By not submitting Annual Return in Form-IV for the year 16-17 at all or within the prescribed time.

## 9. Direction and Show Cause :

- i) Direction is issued to the employer to remove the violations shown above within 15 days from this date and report compliance on 14/3/18 at 11AM along with all documentary evidences of such compliance.
- ii) In case of failure to remove the above-stated violations within 15 days the employer is directed to show cause on the above-mentioned date and time in writing as to why suitable legal action shall not be taken against him under section of the Payment of Wages Act, 1936.

Samiran Basak

Received a copy.

Inspector, Minimum Wages (Agri)  
Govt. Of West Bengal

Inspector, Payment of Wages Act, 1936.

A  
27/2/18  
CWCInspector  
Mal Block

27/02.18

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