

INSPECTION NOTE

[ Under Minimum Wages Act, 1948 and W B Rules made thereunder ]

- 1. Date & time of Inspection : 20-9-18 Tue : 2.30 P.M to 5.00 P.M
- 2. Name & Address of the Establishment/ Regd. Office of Employer : M/S - Aadit Enterprise

Address - Noaa, Uluberia, Howrah - 711315

Ward / Municipality- 26 (Ula - Mur), P.S. - Uluberia.

- 3. Name & Address of the Work Site of Employer : M/S - Reson

Address - Route, Kaffar, Uluberia, Howrah - 711316,

Ward / Municipality- P.S. -

- 4. Name & Address of the Employer(s) :

(i) Name - Arundhan Ghosh Address - RD

Ward/Municipality - P.S. -

Email Id -

Contact No. - 9748519971

- 5. Nature of scheduled employment : Loading Unloading, House-keep etc,
- 6. Wage Period :

7. Trade Licence No. :

8. No. of worker(s) employed Direct - Male : Female : Total- 50  
 Through Contractor - Male : Female : Total-

- 9. Name & designation of the person(s) present during inspection :

Shyamal Pal, employee,  
M/S - Reson

- 10. Irregularities / Violations( Marked as ✓) :-

- ✓ (i) Sec. 19(4) read with Rule 23A : By not preserving /producing relevant register and records at the time of enquiry ,on demand , for the last three years.
- (ii) Sec. 18(1) read with Rule 21(4A) : By not producing any records regarding submission of annual return in form III for the year ..... , if submitted within prescribed period.
- (iii) Sec. 18(2) read with Rule 22(1) : By not displaying prescribed notice in form XIII.
- (iv) Sec. 18(1) read with Rule 23(1) : By not maintaining/producing register of wages .
- (v) Sec. 18(1) read with Rule 21(4), 23(4), 23(5) ,23(6) : By not maintaining/producing Register of fines and deduction for damage or loss, overtime register, muster roll, employees' register in form IV, V, XIV .
- ✓ (vi) Sec. 18(3) read with Rule 21(1) (IV): By not issuing wage-slip to the employee in form XV.
- (vii) Sec. 12(1) : By not paying minimum rate of wages as per govt.notification .
- (viii) Rule 21(1)(i) : By not paying the wages on a working day and /or before the expiry of 7<sup>th</sup>/10<sup>th</sup> day of the following month.
- (ix) Sec. 18(1) read with Rule 23(3) : By not authenticating the entries in the register of wages by the employer or any person duly authorized by him.
- (x) Sec 14(1): By not paying overtime wages to the employees for work beyond normal working hour at the prescribed overtime rate.
- (xi) Sec.13(1)(a) : By engaging the employees for work beyond fixed working hours and by not allowing them specified intervals of rest.
- (xii) Sec. 13(1)(b): By not providing a day of rest for period of every seven days.
- (xiii) Sec. 13(1)(c): By not paying overtime rate to the employee for the work on a day of rest.
- (xiv) Sec. 19(2)(d) : By creating obstacles to seizing or taking copies of the registers of the relevant documents.

- 11. Any other irregularities / violations /information.....

In view of the above irregularities/violations detected, the 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 Asstt. Labour Commissioner , Uluberia at Kumar Kumari Bhavan, Bazar Para, Uluberia, Howrah on... 28/9/18 ..... at ... M.O. ... A.M/P.M.

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

Mr. P. P. Pal