

Office of The Labour Welfare Facilitation Centre
Ramnagar-1, Talgachari, Purba Medinipur
INSPECTION NOTE

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

1. Date & time of Inspection : 20/12/18 At 10.15 am.
2. Name & Address of the Establishment/ Regd. Office of Employer : M/S - Aditi Residency,
No 2 sector, Behind Juba Abash.
- Address - G. P - Padima - 2.
- Ward / Municipality - P.S - Digba Pin - 721463
3. Name & Address of the Work Site of Employer : - Do -
- Address -
- Ward / Municipality - P.S -
4. Name & Address of the Employer(s) : Dipankar Roy ;
(i) Name - c/o - Aditi Residency. Address -
- Ward / Municipality - P.S -
- Email Id - Contact No. - 7908819373
5. Nature of scheduled employment : Hotel and Restaurant.
6. Wage Period : Monthly
7. Trade Licence No. :
8. No. of worker(s) employed Direct - Male : 08 Female : 02 Total - 10.
Through Contractor - Male : Female : Total -
9. Name & designation of the person(s) present during inspection : Suman Sasmal.
(Manager) 9735926501.
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 2018..... 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 for before the expiry of 7th/10th 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, Contai, Purba Medinipur on 20-12-18 at 11.30 A.M/P.M.

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

Inspector, Minimum wages Act 1948

Signature of Employer(s) / Person(s) present during inspection: Email-lwferamnagar1@gmail.com/Mob- 8972671594

Suman Sasmal
20/12/18

