

INSPECTION NOTE

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

Name of Inspection : 25/06/19 at 11.50 P.M

Name & Address of the Shop / Establishment : M/S - Adhunik

Address - 623 & 618, Medhuban, Kolda, Purba P.S - Kolda Bardhaman

Ward / Municipality-

Regd. Office Address, if any - 02

Name & Address of the Shop-Keeper(s)/ Employer(s) : 1 Shovan Halder 2 Ashis Kumar Halder

(i) Name - Halder (3) Pranjit Halder (4) Tintuli Halder (5) Shovan Halder Address -

Ward/Municipality - P.S - Kolda

Email Id - Contact No.- 9434524506

Nature of trade : shopping mall - medium scale

Trade Licence No. :

No. of person(s) employed : Direct - Male : 10 Female : 2 Total - 12 Through Contractor - Male : Female : Total -

Registration Certificate under the Act & Rules: (i) No. (ii) Details

Name & designation of the person(s) present during inspection : Ashis Kumar Halder (prop.)

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, cannot 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 cannot 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.

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 Labour WELFARE FACILITATION CENTRE, BAGNAN (BAGNAN-1 BDO OFFICE), BAGNAN, HOWRAH on..... at 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) .

Signature of Shop-Keeper(s) / Employer(s) / Person(s) present during inspection. 28/6/19 at 01.00 P.M

ADI UNIKA

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

Signature of Ashis Kumar Halder.

Inspector, Minimum wages

Inspector, Shops and Establishments Act

Inspector, Minimum Wages Bagnan-1, LWFC Bagnan, Howrah

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