



GOVERNMENT OF WEST BENGAL

LABOUR WELFARE FACILITATION CENTRE, SERAMPUR UTTARPARA, SERAMPORE
11/C Raja K.L. Goswami Street Serampore, Hooghly, 3rd Floor. PIN: 712201, West Bengal.

INSPECTION NOTE

Establishment / Shop Details

Date of Inspection & Time : Date 14/08/19 & Time 3:49 PM
Name of the Industry / Establishment / Shop : Adham Solution Pvt Ltd.
Address Of Industry / Establishment / Shop : Sy No old Delhi road, vilkshwila, Hooghly-712201
Nature of Industry / Business : Man power supply
Name of the person present during this inspection : Subhodip Ghosh
Designation of the person present during this inspection : LP Plant Executive
Mobile No. of the person present during this inspection : 87777 96665

Number of workers employed

Number of workmen	Male	Female
Number of workmen for master role	136	10
Number of contractual labour		
Number of other worker engaged		

Owners/Principal Employer/Contractor/Manager/MD/CEO/Others

Sl No.	Name	Mobile/Email	Reg/License No.
1	Bharna Uderhavi	982550346	-
2			

A 807 Devarnam complex, Anand Nagar Cross Road,
offside Medhur hall, Pokhla Nagar, Ahmedabad 380015
P.S. Anand Nagar P.O. - Vegalpur

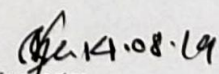
Received
Subhodip
14/08/2019

14.08.19
Inspector
of The Minimum Wages Act & Minimum Wages Act,
1948 & W.B. Rules 1951 thereunder,
Hooghly

Infringements Under Minimum Wages Act, 1948 & W.B. Rules 1951 thereunder

SL.No.	INFRINGEMENTS	DETECTED
1	Violated Sec. 12(1) by not paying the Minimum rate of wages fixed by the Govt	
2	Violated Sec. 13(l)(a) by engaging the employees beyond working hours fixed and by not allowing specified interval for rest	
3	Violated Sec. 13(l)(b) by not providing a day rest for every period of seven days	
4	Violated Sec. 14(1) by not paying overtime on a normal working day	
5	Violate Sec. 18(2) & Rule 22(1) by not displaying the notices in form XIII	
6	Violate Sec. 18(1) & Rule 23(1) by not maintaining Register of wages	
7	Violate Sec. 18(l) & Rule 23(2) by not taking thumb impression of Signature of every employee employed on the register of wages	
8	Violated Sec. 18(1) & Rule 23(3) by not authenticated the entries in the Register of wages by the employer or any person duly authorize by the employer	
9	Violated Sec. 18(1) & Rule 23(4) by not maintaining the Overtime Register in Form IV.	✓
10	Violated Sec. 18(1) & Rule 23(5) by not maintaining the Muster Roll in Form V.	✓
11	Violated Sec. 18(1) & Rule 23(6) by not maintaining the Register of Employees in Form XIV.	✓
12	Violated Sec. 18(1) & Rule 21(4) by not maintaining the Register of Fine in Form I.	✓
13	Violated Sec. 18(1) & Rule 21(4) by not maintaining the Register of deduction for damage or loss in Form 11	✓
14	Violated Sec. 18(3) & Rule 21(l)(iv) by not issuing wages slip to the employees in form XV on a day prior to disbursement of wages	
15	Violated Rule 21 (4A) by not submitting Annual Return for the year ending on 31st Dec: <u>2019</u>	✓
16	Violated Sec. 19(4) by refusing/not producing the relevant registers maintainable under the Act & Rules	
17	Violated Sec. 19(2)(d) by making obstacle for seizing/taking copies of relevant registers/documents	

In view of the above noted infringements so detected during this inspection, the employer is directed to remove the violations/irregularities immediately and to produce the Registers/documents before the undersigned on 29.08.19 at 12:30 PM positively for verification. Failure to comply with the above direction may follow suitable steps under the statute without any further reference from this end. This inspection report is prepared on the spot and duly signed by the undersigned and explained the same to the employer/person present in his own vernacular language.


 Inspector
 of The Minimum Wages Act & Minimum Wages Act,
 1948 & W.B. Rules 1951 thereunder,
 Hooghly