



**GOVERNMENT OF WEST BENGAL**

LABOUR WELFARE FACILITATION CENTRE, BONGAON, BONGAN

OFFICE OF THE BLOCK DEVELOPMENT OFFICER, BONGAON, NORTH 24 PARGANAS, PIN- 743235

**INSPECTION NOTE**

**Establishment / Shop Details**

Date of Inspection & Time : 29/05/19 at 02:15 pm.

Name of the Industry / Establishment / Shop : Ashikary Saw Mill.

Address Of Industry / Establishment / Shop : Vill+PO+GP - Gramrapata, 24 PGS(N)  
pin- 743251, PS- Bongaon.

Nature of Industry / Business : Saw Mill.

Name of the person present during this inspection: Sujay Biswas.

Designation of the person present during this inspection : Employee

Mobile No of the person present during this inspection : 7797469547

**Number of workers employed**

No of workmen	No of workmen	
	Male	Female
No of workmen for master role	04	+
No of contractual labour	-	-
No of other worker engaged	-	-

*[Signature]*  
29/05/19  
Inspector

of The Minimum Wages Act &  
Minimum Wages Act, 1948 & W.B. Rules 1951  
thereunder  
North 24 Parganas

Email : lwfcbnblock@gmail.com

*[Handwritten signature]*

Inspector Minimum Wages  
LWFL, Bongaon Block, N.24 Pgs

Owners/Principal Employer/Contractor/Manager/MD/CEO/Others 1

Name of the Owners/Principal Employer/Contractor/Manager/MD/CEO/Others

Manota Adhikary,

Address, Mobile no and Email of the Owners/Principal Employer/Contractor/Manager/MD/CEO/Others

Villa Post Op - Bannrapota  
Dist - 24 PGS(N) pin - 743251  
PS - Bongaon  
Mobile No:  
Email:  
Reg/License No:

Owners/Principal Employer/Contractor/Manager/MD/CEO/Others 2

Name of the Owners/Principal Employer/Contractor/Manager/MD/CEO/Others

Address, Mobile no and Email of the Owners/Principal Employer/Contractor/Manager/MD/CEO/Others

Mobile No:  
Email:  
Reg/License No:

Owners/Principal Employer/Contractor/Manager/MD/CEO/Others 3

Name of the Owners/Principal Employer/Contractor/Manager/MD/CEO/Others

Address, Mobile no and Email of the Owners/Principal Employer/Contractor/Manager/MD/CEO/Others

Mobile No:  
Email:  
Reg/License No:

Owners/Principal Employer/Contractor/Manager/MD/CEO/Others 4

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Address, Mobile no and Email of the Owners/Principal Employer/Contractor/Manager/MD/CEO/Others

Mobile No:  
Email:  
Reg/License No:

Owners/Principal Employer/Contractor/Manager/MD/CEO/Others 5

Name of the Owners/Principal Employer/Contractor/Manager/MD/CEO/Others

Address, Mobile no and Email of the Owners/Principal Employer/Contractor/Manager/MD/CEO/Others

Mobile No:  
Email:  
Reg/License No:

*[Signature]*  
29/06/19

Inspector

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

North 24 Parganas

Email: lwfcbnblock@gmail.com

Inspector Minimum Wages  
LW/C, Bongaon Block, N 24 Pgs

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(1)(a) by engaging the employees beyond working hours fixed and by not allowing specified interval for rest	
3	Violated Sec. 13(1)(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(1) & 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. 15(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(1)(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, 18	
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	
18	OTHER INFRAGMENT	
19	OTHER INFRAGMENT	
20	OTHER INFRAGMENT	

29/08/19  
 Deputy Assistant  
 Director of Wages &  
 Welfare

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 ~~4/09/19~~ at ~~at 12:15 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.

*[Handwritten Signature]*  
Inspector

of The Minimum Wages Act &  
Minimum Wages Act, 1948 & W.B. Rules 1951  
thereunder  
North 24 Parganas

Email: [lwfcbonblock@gmail.com](mailto:lwfcbonblock@gmail.com)

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INSPECTION REPORT