

Contract
Bonus Act



Government of West Bengal
Labour Welfare Facilitation Centre
Berhampore Municipality

19-A & B North Barrack, Berhampore, Murshidabad, PIN - 742101
Phone & Fax : 03482-252905, email rloberhampore@gmail.com

INSPECTION REPORT

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

1. Date of Inspection: 03/09/2019 Time: 12.29

2. Name & Address of the Shop/ establishment: Aditya Banta Fashion & Retail L.P.M.
128, Duttaji Rd, Khagra, M.Sd.

Word No. _____, Mobile No. ~~82250071~~ 82250071, Pin-74210
P.S.-Berhampore, Dist-Murshidabad.

3. Name and address of the Employer/Shop-keeper: Nirupam Sinha, 3A, 4/1A, Bjoyganb
P.S. Jindapur, Kolkata, Kol-700032

Word No: _____, Mobile No. _____, Pin-74210
P.S.-Berhampore, Dist-Murshidabad.

4. Nature of Trade: Retail Shop

5. Trade License No.: 7959 dt. 26/01/17 of Berhampore Municipality

6. No of person employed: Male: 15 Female: 02 Total: 17

7. Name and designation of the person present during the inspection: Kaushik Ganguly, Store Executive.
9903029535

On interrogation of the person present and in course of inspection, the following **infringements (tick marked)** are detected by the undersigned:

SL No.	Infringements detected
1. ✓ Sec. 5(1) (a)	: By not closing the shop/establishment for one and a half day each week.
2. Sec. 5(1) (b)	: Cannot be submitted as no attendance register produced/ by not giving one and a half day holidays to the employees.
3. Sec. 6(2)/7(2)	: By not submitting the fact that no employee are made to work for more than 8 ½ hrs. in a day/Employees are made to work for more than 8 ½ in a day.
4. Sec.6(2)(i)/7(2)(i)(2)	: By not submitting the fact that working hours including overtime has not exceeded 10 hours in a day for any employee/ working hours including overtime has 10 hrs. in a day for the employees.
5. Sec.6(3)/7 (3)	: By not substantiating the fact that no employee had worked for more 8 ½ hrs in a day unless an interval or rest of is given/employee are made to work for more than 5 ½ hrs. by not giving an interval rest of one hours.
6. ✓ Sec.11(a)/(b)/(c)/(d)	: By not substantiating the fact that whether leave so given as per provisions/ leave is not given as per provisions.
7. Sec. 13	: Cannot be substantiated as no attendance or overtime register produced/No overtime is given.
8. Sec. 16(1) read with Rule 4	: Registration done or not cannot be substantiated as no Registration Certificate produced.
9. Sec. 16(3)	: By not displaying the Registration Certificate.

- ✓ 10. Sec. 16(4)(a) : Changes made or not cannot be substantiate/by not informing the Registering Authority of the **changes within prescribed period**.
read with Rule 5
- 11. Sec. 16(6) : Renewal done or not cannot be substantiated/ **Renewal not made within the prescribed period**.
read with Rule 6(1)
- 12. Sec. 17(1) read with Rule 52(1): By not producing the Register of Employees in **Form 'W'**.
- ✓ 13. Sec. 18 read with Rule 53 : By not producing the appointment letters in **Form 'X'**.
- 14. Rule 11(1) : By not displaying **Form 'G'** at the shop/establishment.
- 15. Rule 12(1) : By not displaying **Form 'H'** at the Shop/establishment.
- 16. Rule 13(1) : By not producing the Register of Daily Hours of work and rest intervals of persons employed in **Form 'I'**.
- ✓ 17. Rule 21 : By not producing the Leave Register in **Form 'J'**.
- ✓ 18. Rule 30 : By not producing Pay Register in **Form 'M'**.
- ✓ 19. Rule 40 : By not producing the Register of Overtime work in **Form 'U'**.
- ✓ 20. Rule 48 : By not producing the **Visit Book**.
- 21. Rule 54(1) : By not maintaining all the registers and records in English, Bengali and Hindi or Nepali and also in accordance with the English Calendar.
- 22. Rule 54(2) : By not preserving and producing all the registers and records for the prescribed period
- 23. Rule 54(3) : By not having signature of shop -keeper/ employer in the entries of the registers.

In view of above irregularities/violation detected, the employer(s)/shop-keeper(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 undersigned on 09/09/2019 at 12.30 A.M/P.M.

Failure to comply with the above directions may follow suitable steps under the statute without further reference from this end.

This inspection report specifying the above mentioned infringements /defects/ deviations, is prepared in duplicate and one of the same is handed over on the spot to Sri. Koushik Ganguly, person found present and the contents of the said inspection report has been explained in the vernacular language of the said person.

[Signature]
Inspector

Under the West Bengal Shops & Establishments Act'1963
LWFC Berhampore Municipality.

Inspector
Minimum Wages
LWFC, Berhampore Municipality

Koushik Ganguly 2/9/19
Read & signed with date accordingly
after receiving a copy of this Report.
(Shop-keeper/In-charge/Person Present)

