

**INSPECTION REMARKS UNDER THE MINIMUM WAGES ACT, 1948 AND
MAHARASHTRA MINIMUM WAGES RULES 1963**

1. Name & Address of the Establishment :- _____

2. Name of the Emplore. :- _____

3. Number of Employees' :- Male ____ Female__ Total_____

4. Registration under :- _____

5. Schedule employment :- _____

6. Working hours :-_____ Weekly Off:-_____

7. Date of inspection :-____/____/____

I have Visited the above mentioned establishment for the purpose of mermen under The Minimum Wages Act. 1948 and Maharashtra Minimum Wages Rules, 1963. During inspection _____ Desigation _____ Is present.

The Following workers are being interrogated at the time of Inspection.

Sr . N o.	Name of Worker	Design ation	Length of service	Working Hours	Rest Time	Attend Card/ Wage Slip	Over Time Rate	Salary Per Day/Per Month	Date of Payment	Bonus	Signature
1.											
2.											
3.											

During inspection following contraventions has been observed.

1. Muster roll cum wage register in form II is not maintained. This is breech of Sec.18(1) R/W Rule 27(1)
2. Attendance card cum wage slips are not provided to worker. This is breech of Sec.18(3) R/W Rule 27(2)
3. 3.Inspection book is not kept. This is breach of Sec. 18 R/W Rule 28
4. The exact wages for overtime work at the double of normal rate of wages are not being paid to the workers. This is breath of Sec. 14(1) R/W Rule 26(1)
5. Some /all workers are being paid wages less than the prescribed Minimum Wages. This is bleach of Sec 12(1)

Following are prescribed rates of minimum wages.

Category	Basic	Special Allowance	Total
Skilled			
Semi- Skilled			
Unskilled			

6. The worker are being paid wages after the seventh of every month. This is beach of Rules 21(1)(a)
7. The employer has omitted the name of some employees from muster roll cum wage register. This is breach of rule 31(A)(III)
8. The record for last three year has not preserved. This is breach of Rule 30
9. The employer has making false entry in the records. This is breach of Rule 31(A) (II)
10. Weekly off is not provided to the worker. This is breach of Rule 23.
11. The employer has released wages in cash mode. This is breach of Sec 11(1).

The employer is asked to rectify the above mention irregularities and compliance shall be submitted to the undersigned within seven days from the receipt of these remarks. **If you fait to do so the appropriate legal action can be taken under the said act.**

()
Government Labour Officer & Inspector Under The
Minimum Wages Act 1948
and Rules 1965.

Office Address :-

Office of the Commissioner of Labour, 1" floor, Kamagar Bhavan, Behind RBI, Bandra Kurla Complex, Bandra, Mumbat-400 051.