

INSPECTION REPORT UNDER MINIMUM WAGE ACT 1948 / PAYMENT OF BONUS ACT 1965 AND MOTOR TRANSPORT WORKERS ACT 1961.

1. Date and time of inspection : 21-8-2015. 11.30 AM
2. Name and Designation of the Inspecting Officer : T. Venkateshwar, DCI, Srikakulam.
3. Name of the Establishment/Factory Inspected with full address:
SMARTCHEM TECHNOLOGIES LTD.
P O H H A D A
ETCHERLA MANDAL
SRIKAKULAM - 532 408.

4. Name of the Employer and Address:
Residential address:
B-703, Satish No. 3, Capital Office at: Dargah, Faridkot, Punjab 604004
(Plot No. 19, KOPARKHARNE, 2nd FLOOR, 400709, Mumbai)
S/o Ramu Raju
5. Number of employees: 42
6. Nature of work carried on : Production of WFA (nitric acid) & ammonium nitrate
7. G.O. Number and date in which Minimum Rates of wages for the scheduled employment Were fixed or last revised:
G.O. MS NO. 117, LET & F
Date 7-12-2007

8. Whether rest day with wages is allowed for Employees who have worked for 6 days Consecutively,
yes

9. Whether there is any overtime work and Over time wages are paid according to the Prescribed rates.
O.T. Paid

10. Whether Minimum wages are paid to all The employees. If not the details of Non payment (separate sheet)
Not paid to some of the employees (4 employees).

11. Whether the prescribed registers are maintained and produced and notice exhibited.

Give details

- 1) Muster Roll in form-V Produced on demand.
- 2) Wage register in form-X - 10000 MTR in form X & Produced
- 3) Copies of Wage slips in Form-XI - Produced.

Payment of Bonus Act

- 4) A,B,C Registers produced or not

A,B,C Registers not produced on demand

5) % OF BONUS PAID FOR THE FINANCIAL YEAR

Amount of Bonus Paid Rs 1139,491/- for 124 employees 20% Bonus bid

Rs

No of workers Bonus Paid 124 employees on 14-6-2014.

Through employees Bank Account.

Annual return in Form D Submit or not

MOTOR TRANSPORT WORKERS ACT:

- 1) No. of Vehicles, Buses, Lorries

Vans other Transport Vehicles (list of vehicles)

- 2) No. of Drivers & Cleaners & Other Staff

Details of workers, Attendance/Wages Register

- 3) Registration/renewal Details

- 4) Other Registers/Records

- 5) Welfare appliances provided to works

12. Action proposed to be taken on

Contraventions noticed.

The amount not exceeded the minimum wage provided to 2000 of the employees. Hence the employer is instructed to pay the difference of minimum wage and deposit compliance. note

13. Is there anything to be specially mentioned;

Demerit in the registration of wage.

W.F. bid for 101 employees on 14-6-2014 690 73 dt 20/1/15

Signature of the Employers representative

INSPECTOR UNDER MINIMUM WAGES/BONUS ACT &

With phone No. 9246049971

DEPUTY COMMISSIONER OF LABOUR, SRIKAKULAM.

Received Copy of

production

(B. Venkateswara Murthy (60))

Subsequent investigation Report

Date 23/5/2015

25/04
22/

The employer produced the Bonus Register (A, B & C) wages as laid through Regt 6(1) after individual employees' deduction.

23/5/2015

Date 1-7-2015

The employer has produced the wages register. After verifying the wages register, it was found that the common wages paid to all the employees.

Register of contractor produced & maintained

7/2015

STATEMENT OF THE EMPLOYEES:

NAME OF THE ESTABLISHMENT

NAME OF THE EMPLOYER



Purchase Dept - in Deposits

Sl. No.	Name of the employee, age	Father name, address	Designation	Length of Service	Salary Per Month Rs.	Working Hours	Weekly Holiday	Appointment Letter Issued / Not	Signature of the Employee
(1)	Rohith Mhandre	s/o P. Arjun Singh	Jr. Purch. Asst.	5 Yrs	8237/-	8.30 to 5.30	Sunday	Yes	T. Subbarao
2)	Manda, Adinarayana	s/o Nanyangappa	Asst. Mtn. Asst.	25 Yrs	14000/-	8.30 to 5.30	Sunday	do	M. N. N.
(3)	Billematti, Prabhakar K. s/o	s/o Sanyal	Stores Keeper	23 Yrs	18000/-	do	Sunday	do	S. S. S.
(4)	Godevatti, Veerababu	s/o Mr. Subramanyam	Store Keeper	29 Yrs	14000/-	do	Sunday	do	S. S. S.
(5)	Nandam Srinivas Rao	s/o Mr. Lakshminarayana	Civil Engr. Supervisor	5 Yrs	9000/-	do	Sunday	do	S. S. S.
(6)	Rao, Ratan Kanty	s/o Appa Rao	Sr. Technician	20 Yrs	19000/-	do	Sunday	PP	S. S. S.
(7)	Tarini, Maham Rao	s/o Komajju	Jr. Technician	6 Yrs	9500/-	8.30 to 5.30	Sunday	do	S. S. S.
(8)	Pinnath, Ramesh Babu Rao	s/o Mutha Rao	Instrument Technician	20 Yrs	16700/-	8.30 to 5.30	Sunday	do	S. S. S.

Signature of the Employer/Representative

2499-25

Signature of the Inspector

1800/201

12/2/2021

NAME OF THE EMPLOYER

A N Plant
Producing
Lab.

STATEMENT OF THE EMPLOYEES:

A N Plant

Date:

21/5/15

Sl. No.	Name of the employee, age	Father name, address	Designation	Length of Service	Salary Per Month Rs	Working Hours	Weekly Holiday	Appointment Letter Issued / Not	Signature of the Employee
(9)	V. V. Ramana	S/o Lakshma Rao	Fore Lift Operator	25 yrs	1500/-	6:00 AM to 2 PM	Wed 4	PF Issued	V. V. Ramana
(10)	T. Hyde. Sathyanarayana	S/o L. Sanyam Rao	Boiler Operator	18 yrs	1200/-	do	Sunday	do	T. Hyde
(11)	Ragunathan, Trivikram Potral	S/o Sambanth Potral	Producing (Slicing & Box)	16 yrs	1700/-	6:00 AM to 2 PM	Wed	PF Issued	R. Krishna
12	Balvada Suman	S/o Sanyas Praveen Rao	Operator	9 yrs	1120/-	do	Thurs	PF Issued	B. Suman
13	Vallabhapada, Lakshmana Rao	S/o Balaramayya	SV Oper. Production	20 yrs	1850/-	do	Wed.	PF Issued	V. Lakshmana
14	Burn Venugopal	S/o L. B. Rama Rao	Quality Control	23 yrs	1560/-	General	Sunday	PF Issued	B. Burn
15	Pomade Madhan	M. Bhaskar Rao	(Lab) Trainer Chemist	1 1/2 yrs	800/-	General	Sunday	-	P. Madhan
16	Labbavenu Appa Rao	S/o Mrida	Office Boy	21 yrs	1150/-	General	Sunday	-	L. Appa Rao

Signature of the Employer/Representative

Signature of the Inspector

21/5/15

2000

STATEMENT OF THE EMPLOYEES

Sl	Name of the employee
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SA

Date: _____
 Page: _____

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Signature of the Inspector

2000

At 5:15

At 5:15

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— *Journal of the American Medical Association*

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31. 11. 2019

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