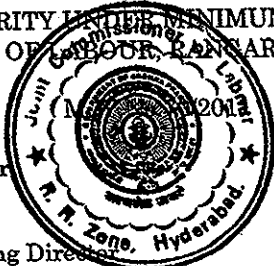


BEFORE THE AUTHORITY UNDER MINIMUM WAGES ACT, 1948 AND
JOINT COMMISSIONER OF LABOUR, RANGAREDDY ZONE, HYDERABAD.



Between:

Asst. Commissioner of Labour,
Rangareddy District

And

Sri. T. Soham Modi, Managing Director,
M/s Modi Properties & Investments (P) Pvt,
Gulmohar Gardens, Modi Venchers,
Mallapur, Rangareddy District.
Reg. Office D.No. 5-4-187/3&4, II Floor,
Sohan Mansion, M.G. Road,
Secunderabad- 003.

.... Applicant

.... Respondents

ORDER:

This is an application filed under Section 20(2) of Minimum Wages Act 1948 by the Inspector and Asst. Commissioner of Labour, Rangareddy claiming the difference of wages to (31) workers employed by the Respondent. The applicant submits that he inspected the Respondent Establishment and found that 31 workers were not paid wages fixed by the Government vide G.O.Ms.No. 85 LET&F Lab-II Department. Therefore he prayed a direction to the Respondent for payment of difference of wages.

The Respondent filed an memo and admitted the claim partially he further submits that the Applicant did not verify the registers showing the actual periods of the works carried on by the workmen of this claim and present claim is filed based on the oral information given by the workers the actual work carried on by the workers.

The respondent also submitted that due to variations in the calculations of recently raised VDA points certain amount of the Minimum Wages has become due to the workmen. The respondent also submitted the Annexure showing the actual claim of the workmen based on the actual working days as per the statutory registers.

The Respondent submitted a cheque No. 594267 Dt 02.05.2012 of HDFC Bank, S.D.Road, Secunderabad branch for the amount of Rs.1,35,811/- (Rupees One Lakh Thirty Five Thousand Eight Hundred and Eleven Only) deposited to this authority payable to 31 workmen shall be disbursed to them by the Asst. Commissioner of Labour, Rangareddy, by obtaining individual account payee Cheques issued from this Authority. In view of the above this application is disposed off. No order for Costs.

Given under my hand and seal of this Authority, this the 31st day of May, 2012.


AUTHORITY UNDER MINIMUM WAGES ACT, 1948 &

Joint Commissioner of Labour,
RANGAREDDY ZONE, HYDERABAD.

To
As above

**IN THE COURT OF THE AUTHORITY UNDER MINIMUM WAGES ACT, & JOINT
COMMISSIONER OF LABOUR, RANGAREDDY ZONE, HYDERABAD**

M. W. No. 70/2011

Between:

Asst. Commissioner of Labour,
Ranga Reddy District.

---- Applicant

And

Sri. Soham Modi,
Managing Partner,
Modi Ventures,
5-4-187/3 &4, II Floor, Soham Mansion,
M. G. Road, Secunderabad – 500 003.

---- Respondent

MEMO FILED BY THE RESPONDENT

It is submitted that the Respondent organization carries on construction work and engaged the workmen at the work site "Gulmohar Gardens" Sy. Nos. 93, 94 & 95, Mallapur, Uppal Mandal, Ranga Reddy District as and when the work is taken up. Most of the workmen works for shorter periods and will not turn up for the new works taken up by the organization. In view of the above most of the workmen engaged by the Respondent are casual workers who worked for few months / shorter periods.

It is also submitted that all the workmen shown in the present claim are also casual workmen and they did not work for the periods shown against them in this claim. These workers come for the work intermittently on daily wage basis and they are not employed regularly.

It is submitted that the Asst. Commissioner of Labour, Ranga Reddy District did not verify the registers showing the actual periods of the works carried on by the workmen of this claim and he filed this claim based on the oral information given by the workers. Therefore it is submitted that the calculation made by the Asst. Commissioner of Labour is not correct and it is not based on the actual work carried on by the workers.

I also submit that due to variations in the calculations of recently raised VDA points certain amount of the Minimum wages has become a due to the workmen. I hereby submit the Annexure showing the actual claim of the workmen based on the actual working days as per the statutory registers. I also submit that the claim made by the Asst. Commissioner of Labour is calculated on the whole period without taking into consideration of actual days of work.


I hereby admit the difference of Minimum wages arised due to the variations on the VDA calculations for the actual days of work by the workmen as shown in the annexure appended to this memo. By admitting the said amount I herewith submit the Cheque No. 594267 for Rs. 1,35,811/- (Rupees One Lakh Thirty Five Thousand Eight Hundred and Eleven only) dated 02.05.2012 drawn on HDFC Bank, S. D. Road Branch, Secunderabad Branch infavour of "Authority Under Minimum Wages Act & Joint Commissioner of Labour, R. R. Zone, Hyderabad". I request the authority kindly disburse the amount to the workers of the claim.

For MODI VENTURES


Partu

Since the actual amount due to the workers is admitted and deposited in this court, I humbly pray this authority kindly dismiss the application.

Place: Hyderabad.
Date: 14.05.2012

For MODI VENTURES

Respondent/Partner

ANNEXURE

Statement Showing the Difference of wages

Payable to Employee in respect of Modi Ventures Project Gulmohar Gardens

Situated at Sy.Nos. 93, 94 & 95 Mallapur Village, Hyderabad, R.R.Dist.

S.No	Name of the Employee	Designation	Payable		Wages Already paid Rs.	Difference of amount Rs.	Period in days	Total Difference Rs.
			Wages Rs.	VDA Rs.				
1	S. Venkatamma	Labour	197.30	-	150	47.30	74	3,500.20
			206.00	-	150	56.00	15	840.00
2	Smt. Sultana	Labour	197.30	-	150	47.30	74	3,500.20
			206.00	-	150	56.00	15	840.00
3	Ejash	Granite	206.00	-	180	26.00	5	180.00
4	Raju	Labour	197.30	-	150	47.30	62	2,932.60
			206.00	-	150	56.00	10	560.00
5	Dukshwai Bai	Labour	197.30	-	130	67.30	74	4,980.20
			206.00	-	130	76.00	15	1,140.00
6	Smt. Hansa	Labour	197.30	-	130	67.30	74	4,980.20
			206.00	-	130	76.00	15	1,140.00
7	Smt. Sumitha	Labour	197.30	-	130	67.30	74	4,980.20
			206.00	-	130	76.00	15	1,140.00
8	Nandu	Centreing	197.30	-	150	47.30	74	3,500.20
			206.00	-	150	56.00	15	840.00
9	Nandev	Carpenter	266	-	150	116.00	4	464.00

For MODI VENTURES

Partner

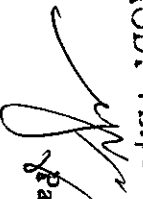
10	Mymud		197.30	-	160	37.30	74	2,760.20
			206.00	-	160	46.00	15	690.00
11	Smt. Tulasamma	Labour	197.30	-	130	67.30	74	4,980.20
			206.00	-	130	76.00	15	1,140.00
12	Smt. Kalleshwari	Labour	197.30	-	150	47.30	70	3,311.00
			206.00	-	150	56.00	15	840.00
13	Smt. Sujatha	Labour	197.30	-	150	47.30	74	3,500.20
			206.00	-	150	56.00	15	840.00
14	Sastri	Mastri	225.46	-	180	45.46	59	2,682.14
			234.00	-	180	54.00	15	810.00
15	Smt. Neelaveni	Labour	197.30	-	130	67.30	74	4,980.20
			206.00	-	130	76.00	15	1,140.00
16	B. Mallalah	Labour	197.30	-	150	47.30	74	3,500.20
			206.00	-	150	56.00	15	840.00
17	Venkatesh	Labour	197.30	-	150	47.30	74	3,500.20
			206.00	-	150	56.00	15	840.00
18	Smt. Rajeswari	Labour	197.30	-	150	47.30	74	3,500.20
			206.00	-	150	56.00	15	840.00
19	Showraiah. B	Labour	197.30	-	180	17.30	74	1,280.20
			206.00	-	180	26.00	15	390.00
20	Balaji. K	Security Guard	6,417.50	-	3700	2,717.50	93	8,424.25
			6,653.75	-	3700	2,953.75	17	1,673.79

For MODI VENTURES


Partner

21	Dipu Pradhan	Security Guard	6,417.50	-	5500	917.50	93	2,844.25
			6,653.75	-	5500	1,153.75	17	653.79
22	Bhola	Security Guard	6,417.50	-	4500	1,917.50	93	5,944.25
			6,653.75	-	4500	2,153.75	17	1,220.46
23	Sarjun	Security Guard	6,417.50	-	3700	2,717.50	93	8,424.25
			6,653.75	-	3700	2,953.75	17	1,673.79
24	B. Buchanna	Supervisor	6,698.00	-	6,000.00	698.00	93	2,163.80
			6,922.00	-	6,000.00	922.00	17	522.47
25	M. Babu Rao	Painter	234	-	160	74	11	814.00
26	Sreerama Murthy	Painter	234	-	160	74	11	814.00
27	Prabha	Labour	5,130.00	-	4000	1,130.00	93	3,503.00
			5,354.00	-	4000	1,354.00	17	767.27
28	Smt. Latha	Labour	5,130.00	-	4,000.00	1,130.00	93	3,503.00
			5,354.00	-	4,000.00	1,354.00	17	767.27
29	Yevaraj	Plastering	197.30	-	140	57.30	74	141.34
			206.00	-	140	66.00	15	33.00
30	Smt. D. Shobha	House Keeping	5,130.00	-	3000	2,130.00	93	6,603.00
			5,354.00	-	3000	2,354.00	17	1,333.93
31	P. Kishore	Office boy	5,130.00	-	3500	1,630.00	93	5,053.00
			5,354.00	-	3500	1,854.00	17	1,050.60
								135,811.05

For MODI VENTURES


Partner

MODI VENTURES

5-4-187/3&4, III Floor, M.G. Road, Secunderabad - 500 003.
☎ : 66335551 (4 lines) Fax : 040-27544058
E-mail : info@modiproperties.com Website : www.modiproperties.com

To
Joint Commissioner of Labour
Labour Dept. Govt. of AP
Ranga Reddy Zone,
Y.Anjaiah Karmika Sankshema Bhavan,
RTC X Roads,
Hyderabad.

Dt. 15.03.2012

Dear Sir,

Sub : Minimum Wages

Ref: Your Show Cause Notice No. M.W/70/2011 Dt. 01.03.2012.

We have received the above referred show cause notice on 09.03.2012. Please note that earlier notices which are connected to the above show cause notice are received by our earlier Manager Mr. Shanker Reddy but the same has neither been given nor informed to the Management. Now that person is absconding and not reporting to the office.

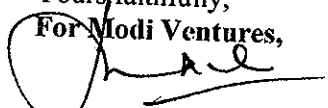
Due to the above reason we are not aware of the notices issued by you.

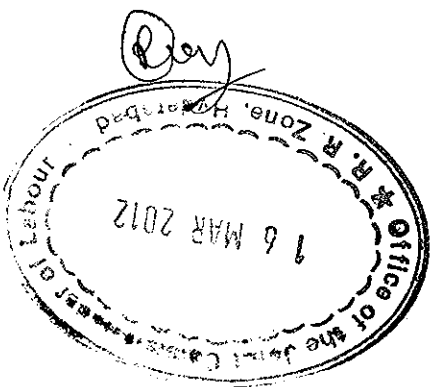
Based on the above reason we request you to re-open our file and give an opportunity for personal hearing.

Please consider our request and give us opportunity for personal hearing at an early date.

Thanking you,

Yours faithfully,
For Modi Ventures,


(Soham Modi)



GOVERNMENT OF ANDHRA PRADESH
LABOUR DEPARTMENT

OFFICE OF THE JOINT COMMISSIONER OF LABOUR, RANGREDDY ZONE,
HYDERABAD AND AUTHORITY UNDER MINIMUM WAGES ACT, 1948, Y. ANJALIAH
KARMIKA SANKSHEMA BHAVAN, BEHIND DEVI COMM, RTC 'X' ROADS, HYDERABAD.

Show-Cause-Notice

No. M.W. / 70/2011

Dated 01.03.2012


Sub:- M.W.Act, 1948-Non-Compliance of the Orders of the Authority under
Minimum wages Act, 1948 and Joint Commissioner of Labour, Rangareddy
Zone, Hyderabad-Regarding.

Ref:- Order passed in M.W.No.70/2011 Dated 23.01.2012 by the Authority
under M.W. Act and Joint Commissioner of Labour, Rangareddy Zone,
Hyderabad.

Order have been passed by this Authority under Minimum Wages Act and
Joint Commissioner of Labour, Rangareddy Zone, Hyderabad in the above case
on 28.06.2011 directing the respondents Sri. Sohan Modi, Managing Director ,
M/s Modi Properties Investments(P) Ltd, Gulmohar Gardens, Modi Venture,
Mallapur, Rangareddy District to deposit an amount of Rs.11,67,337.05/-
(Rupees Eleven Lakhs Sixty Seven Thousand Three Hundred and Thirty Seven
and Five Paise Only).

But, the respondent Sri. Sohan Modi, Managing Director , M/s Modi
Properties Investments(P) Ltd, Gulmohar Gardens, Modi Venture, Mallapur,
Rangareddy District has failed to deposit the above awarded amount within the
stipulated time.

Therefore, he is directed to Show-Cause as to why the awarded amount
should not be recovered from him under Section 20(5) of Minimum Wages Act, as
a fine imposed by the Magistrate. The reply to the show-Cause Notice should
reach to this office within (7) days from the date of this notice.


Authority under Minimum Wages Act, 1948 &
Joint Commissioner of Labour,
Rangareddy Zone, Hyderabad.
Ranga Reddy Zone, Hyderabad.

To
Sri. Sohan Modi, Managing Director ,
M/s Modi Properties Investments(P) Ltd,
Gulmohar Gardens, Modi Venture, Mallapur, Rangareddy District
Reg Office 5-4-187/3&4, M.G. Road, Secunderabad.

GOVERNMENT OF ANDHRA PRADESH
LABOUR DEPARTMENT

OFFICE OF THE JOINT COMMISSIONER OF LABOUR, RANGREDDY ZONE,
HYDERABAD AND AUTHORITY UNDER MINIMUM WAGES ACT, 1948, Y. ANJALIAH
KARMIKA SANKSHEMA BHAVAN, BEHIND DEVI COMM, RTC 'X' ROADS, HYDERABAD.

Show-Cause-Notice

No. M.W. / 70/2011

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reach to this office within (7) days from the date of this notice.

Authority under Minimum Wages Act, 1948 &
Joint Commissioner of Labour,
& Joint Commissioner of Labour,
Rangareddy Zone, Hyderabad.
Ranga Reddy Zone, Hyderabad.

To
Sri. Sohan Modi, Managing Director ,
M/s Modi Properties Investments(P) Ltd,
Gulmohar Gardens, Modi Venture, Mallapur, Rangareddy District
Reg Office 5-4-187/3&4, M.G. Road, Secunderabad.

(6)

BEFORE THE AUTHORITY UNDER MINIMUM WAGES ACT, 1948 & JOINT
COMMISSIONER OF LABOUR, RANGAREDDY ZONE, T. ANJALIAH KARMIKA
SANKSHEMA BHAVAN, RTC 'X' ROAD, HYDERABAD

PRESENT : P.V. MURALISAGAR
STATION : HYDERABAD

M.W. CASE NO 70/2011

Between:

The Asst. Commissioner of Labour
Rangareddy

..... Applicant.

And

Sri. Sohan Modi, Managing Director
M/s Modi Properties Investments(P) Ltd,
Gulmohar Gardens, Modi Venture,
Mallapur, Rangareddy District.

..... Respondent.

ORDER:

This an application filed under Section 20 of Minimum Wages Act, 1948 by the Inspector & Asst. Commissioner of Labour, Rangareddy claiming a difference of minimum wages amounting to Rs. 2,33,467-05/- payable by the Respondent to the 31 employees employed in the Respondent's establishment.

Notice dated 13.06.2011 was issued to the Respondent for hearing the application by posting the matter on 29.06.2011 and therefore the matter was posted for filing counter by the Respondent on 16.07.2011, 23.07.2011, 04.08.2011, 11.08.2011, 20.08.2011, 29.11.2011, 17.09.2011, 03.11.2011, 08.11.2011, 14.11.2011 and 22.11.2011 In spite of giving several hearings the respondent has not attended the hearings and also not filed the counter. As the respondent repeatedly absenting the hearings and also no representation for him, he was set exparte on 22.11.2011 and posted the matter on 09.12.2011 for Applicant evidence.

The Applicant filed an Affidavit in lieu of Chief Examination. In his Affidavit in lieu of Chief Examination the applicant has stated that he is the notified Inspector u/s 20 of the Minimum Wages Act. Further it is stated that in compliance with the instructions of the higher Authorities he inspected the Respondent establishment situated at Mallapur, Rangareddy District on 09.05.2011. The respondent was carrying out the work which is a scheduled employment specified in part-I u/s 2(g) and Sec. 27 of the Minimum Wages

to attend the proceedings before this Authority to rectify the anomaly. It indicates his indifference towards payment of minimum wages to the workers employed by him. Therefore I opine it a fit case to impose compensation. Accordingly 4 times of the total amount of difference of minimum wages claimed in this case is imposed as compensation.

The Respondent is therefore directed to deposit the claim amount of Rs.,2,33,467=05 together with 4 times of compensation of Rs.9,33,870 and in all the total sum of Rs.11,67,337=05/- (Rupees Eleven Lakhs Sixty Seven Thousand Three Hundred Thirty Seven and Five Paisa Only) by way of demand draft payable in any Nationalised Bank in favour of the Authority under Minimum Wages Act and Joint Commissioner of Labour, Rangareddy Zone, Hyderabad with in 15 days from the date of receipt of this order.

Given under my hand and seal of this Authority on this 23rd day of January,2012.

Authority under Minimum Wages Act, 1948 &
Joint Commissioner of Labour,
Rangareddy Zone, Hyderabad.
& Joint Commissioner of Labour,
Ranga Reddy Zone, Hyderabad.

APPENDIX OF EVIDENCES
WITNESSES EXAMINED

For Applicant: - AW1- Sri.Mohd. Shabbir
Asst.Commissioner of Labour, Rangareddy

For Respondent - Nil

EXHIBTS MARKED

For Applicant: - Ex A-1- Inspection report
Ex A-2 --Employees Statement
Ex A-3- G.O.Ms.No. 85 of LET&F Department
Dated 22.09.2007.

For Respondent - Nil

Authority under Minimum Wages Act, 1948 &
Joint Commissioner of Labour,
Rangareddy Zone, Hyderabad.
Ranga Reddy Zone, Hyderabad.

To
The Parties concerned.

Handwritten:
Dy. Director
23/1/2012

5



**BEFORE THE AUTHORITY UNDER MINIMUM WAGES ACT, 1948
AND JOINT COMMISSIONER OF LABOUR, RANGAREDDY ZONE,
TAKS BHAVAN, RTC 'X' ROADS, HYDERABAD -20.**

By Regd. Post with Ack. Due

M.W. NO. 70 /2011

Between:
Asst. Commissioner of Labour
Rangareddy

... Applicant

And
Sri. Sohan Modi, Managing Director,
M/s Modi Properties & Investments Pvt. Ltd,
Regd. Office 5-4-187/3&4, 2nd Floor,
Sohan Mansion
M.G.Road, Secundrabad.

... Respondents

Whereas a claim has been instituted against you for non-payment of minimum wages to the under Section -20(2) of the Minimum Wages Act, 1948 to the workers engaged at your work site **Gulmohar Gardens, Modi ventures, Mallapur, Rangareddy District** (A copy of the application is enclosed).

Take notice that if you wish to disclaim any interest in the subject matter of the application or consider that the applicants particulars are in any respect inaccurate or desire to bring any fact or document to the notice of the Authority or intend to rely on any fact or deny (wholly or partially) your liability to pay the wages under Minimum Wages Act you must file with the Authority such answer.

Take notice that the above case is posted on 16.07.2011 at 3-00PM you are therefore directed to appear before this court on the above said date either in person or through advocate duly authorized by you.

No further date of hearing will be intimated. You should find the dates of hearing from the office of this court from time to time and attend accordingly.

If you fail to attend the hearing case will be proceeded with and decided in your absence.

Given under my hand and seal of this Court on the day of 8th day of July of 2011.

[Signature]
Authority under Minimum Wages Act, 1948 &
Joint Commissioner of Labour,
Rangareddy Zone, Hyderabad,
& Joint Commissioner of Labour
Ranga Reddy Zone, Hyderabad.

To
As above

[Handwritten signature]



**BEFORE THE AUTHORITY UNDER MINIMUM WAGES ACT, 1948
AND JOINT COMMISSIONER OF LABOUR, RANGAREDDY ZONE,
TAKS BHAVAN, RTC 'X' ROADS, HYDERABAD -20.**



By Regd. Post with Ack. Due

M.W. NO. 70 /2011

Between:

Asst. Commissioner of Labour
Rangareddy

... Applicant

And

Sri. Sohan Modi, Managing Director,
M/s Modi Properties & Investments Pvt. Ltd,
Gulmohar Gardens, Modiventures,
Mallapur, Rangareddy District.

... Respondents

Whereas a claim has been instituted against you for non-payment of minimum wages under Section -20(2) of the Minimum Wages Act, 1948 (A copy of the application is enclosed).

Take notice that if you wish to disclaim any interest in the subject matter of the application or consider that the applicants particulars are in any respect inaccurate or desire to bring any fact or document to the notice of the Authority or intend to rely on any fact or deny (wholly or partially) your liability to pay the wages under Minimum Wages Act you must file with the Authority such answer.

Take notice that the above case is posted on 29.06.2011 at 3-00PM you are therefore directed to appear before this court on the above said date either in person or through advocate duly authorized by you.

No further date of hearing will be intimated. You should find the dates of hearing from the office of this court from time to time and attend accordingly.

If you fail to attend the hearing case will be proceeded with and decided in your absence.

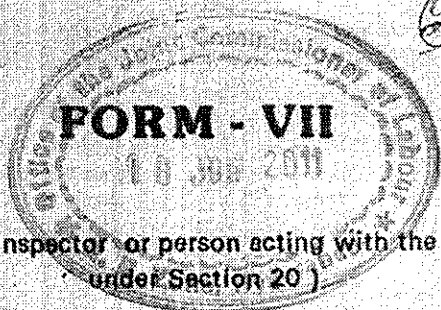
Given under my hand and seal of this Court on the day of 13th June of 2011.

Authority under Minimum Wages Act, 1948 &
Joint Commissioner of Labour,
Authority U/S 20(1) of M.W. Act, 1948,
Rangareddy Zone, Hyderabad.
& Joint Commissioner of Labour
Ranga Reddy Zone, Hyderabad.

To
As above



[Handwritten signature]
15/6/2011



E/1475/2011
13/6/2011

3

(Form of Application by the Inspector or person acting with the permission of the Authority under Section 20)

In the Court of the Authority appointed under the Minimum Wages Act, 1948, for area.....

Joint Commissioner of Labour, Rajahmundry zone

Application No. 201
Md. Chahir
Inspector under Minimum Wages Act, 1948
Commissioner and
Asst. Inspector of Labour, Circle No. R.R.
Hyderabad.

Applicant

VERSUS

Sh. Soham Modi, M.D.

M/s. Modi Properties & Investments Pvt. Ltd.
'Gulmohar Gardens' Modivertans
Mallapur

Apponent

The applicant above-named begs respectfully to submit as follows ;

1. That above named apponent is Employer of M/s. Modi Properties & Investments Pvt. Ltd. which is a schedule employment specified in the schedule under Part 1 under Section 2 (g) and (27) of the Act.
2. That the above apponent is person responsible for payment of wages to the persons employed in the said establishment as per G.O. Ms. No. 85 Dt. 22-09-2007

The apponent is bound to pay wages at the Minimum rate of wages fixed by Govt. but he has paid less wages to the following employees (as per statement enclosed)

The applicant estimates the value of the relief sought for employees at the sum of

Rs. 2,33,417.05 in words Two Lakhs Thirty Three Thousand Five Hundred and Seventeen only. The applicant prays that a direction may be issued under Sub-Section (3) of Section 20 for:

- (a) Payment of the difference between the wages due according to the minimum rate of wages fixed by Government and the wages actually paid and
- (b) Compensation amounting to Rs. As deemed fit

The applicant begs leave to amend or add to or make alteration in the application if and when necessary

Dated : 9.6.2011

Asst. Commissioner of Labour
Inspector
Ranga Reddy

The applicant does solemnly declare that what is stated above is true to the best of his knowledge, belief and information this verification is

Signed at Hyderabad on 9.6.2011
Encl ()

Assistant Labour Officer

STATEMENT SHOWING THE DIFFERENCE OF WAGES

Payable to Employees in Respect of M/s. W. S. Venkateswara & Co. Private Limited, Park Road
 as per G. O. Ms. No. 85 dt. 22-09-2009 Gundlupet Road, Gundlupet
 Published in A.P. Gazette No. 568 Date 10/10/2009 M. S. VENKATESWAR Date

1 Name of the Employee	2 Designation	4 Payable		5 Wages Already Paid Per Month	6 Difference of Amount Per month	7 Paid	8 Total Difference	9 Re- marks
		Wages	V.D.A.					
1. Smt. Venkateswara	Labour	197-30	206-00	150-00	47-30	130-00	6149-00	
2. Smt. Sultana	—	197-30	206-00	150-00	47-30	130-00	6149-00	
E. S. S. Smt. Venkateswara	Granite	206-00		150-00	26-00	10-00	280-00	
P. Smt. Raju	Labour	197-30	206-00	150-00	47-30	130-00	6149-00	
							7605-00	

233467-05

Westmills Park Ltd

Assistant Labour Officer

STATEMENT SHOWING THE DIFFERENCE OF WAGES

Payable to Employees in Respect of M/s

as per G. O. Ms. No.

Published in A.P. Gazette No. Date

Date

Name of the Employee	Designation	Payable		Wages Already Paid Per Month	Difference of Amount Per month	Period	Total Difference	Re-marks
		Wages	V.D.A.					
5. Smt. Dubushwari Kaul	Labrwr	197-30 206-00		130-00 130-00	67-30 76-00	130 days 26 days	8249-00 1976-00	
6. Smt. Hansa	Labrwr	197-30 206-00		130-00 130-00	67-30 76-00	130 days 26 days	8249-00 1976-00	
7. Smt. Smitha	Labrwr	197-30 206-00		130-00 130-00	67-30 76-00	130 days 26 days	8249-00 1976-00	
8. Nandini	Carpenry	197-30 206-00		130-00 130-00	67-30 76-00	130 days 26 days	6149-00 1458-00	

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Assistant Labour Officer

STATEMENT SHOWING THE DIFFERENCE OF WAGES

Payable to Employees in Respect of M/s

as per G. O. Ms. No.

Published in A.P. Gazette No. Date

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2 Name of the Employee	3 Designation	4 Payable		5 Wages Already Paid Per Month	6 Difference of Amount Per month	7 Period	8 Total Difference	9 Re- marks
		Wages	V. D. A.					
Vandana	Carpenter	266-00		150-00	116-00	72 days	812-00	
Myranda	Centring	199-30		160-00	39-30	122 days	4849-00	
		206-00		160-00	46-00	26 days	1196-00	
					6045-00			
Govt. Tulshamma	Labour	199-30		130-00	69-30	92 days	8749-00	
		206-00		150-00	76-00	26 days	1976-00	
							10725-00	
Govt. Kaladamma	Labour	199-30		150-00	49-30	130 days	6149-00	
		206-00		150-00	56-00	26 days	1456-00	
							7605-00	
Govt. Sugatha	Labour	199-30		150-00	49-30	130 days	6149-00	
		206-00		150-00	56-00	26 days	1456-00	
							7605-00	

ENTRUPPEL	Total	Re- marks

Assistant Labour Officer
 No.

STATEMENT SHOWING THE DIFFERENCE OF WAGES

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1	2	3	4		5	6	7	8	9
			Wages	V. D. A.					
4. Shastri	Master	225-46 234-00	180-00 180-00	45-46 54-00	120 days 26 days	5909-82 1404-00	7313-82		
5. Smt. Keelavani	Labour	199-30 206-00	120-00 120-00	69-30 76-00	120 days 26 days	8749-00 1976-00	10725-00		
6. Mallanlu. B.	Labour	199-30 206-00	150-00 150-00	49-30 56-00	120 days 26 days	6149-00 1456-00	7605-00		
7. Venkatesh	Labour	199-30 206-00	150-00 150-00	49-30 56-00	120 days 26 days	6149-00 1456-00	7605-00		

(PTD)

Provided sufficient
 under Sec.

STATEMENT SHOWING THE DIFFERENCE OF WAGES

Assistant Labour Officer

STATEMENT SHOWING THE DIFFERENCE OF WAGES

Payable to Employees in Respect of M/s
 as per G. O. Ms. No
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		Wages	V. D. A.					
Sri. Gunt. Rajeshwari	Labourer	199-30	206-00	150-00	49-30	120 days	6149-00	
B. Sharmasulu	Labourer	199-50	206-00	180-00	19-30	150 days	2249-00	
K. N. Jyoti	Revenue Ground	6419-50	6653-25	3700-00	2919-50	5 M	13587-50	OS
Di. Peru Madhan	Labourer	6419-50	6653-25	5500-00	9175-50	5 M	4587-50	
				5500-00	1153-25	1 M	1153-25	
							5741-25	

STATEMENT SHOWING THE DIFFERENCE OF WAGES

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Name of the Employee	Designation	Payable		Wages Already Paid Per Month	Difference of Amount Per month	Period	Total Difference	Re-marks
		Wages	V. D. A.					
18/05/20	Penalty Claim	6410-50	6653-75	4500-00	1910-50	5M	9580-50	
Sanjiv	—	6410-50	6653-75	3900-00	2710-50	2M	5435-00	
B. S. Subramanya	Superintendent	6698-00	6922-00	6000-00	698-00	5M	3490-00	
V. S. Srinivasan V. S. Srinivasan	Powder	234-00	234-00	6000-00	922-00	1M	922-00	
B. S. Srinivasan	—	234-00	234-00	6000-00	74-00	2M	518-00	

Assistant Labour Officer

STATEMENT SHOWING THE DIFFERENCE OF WAGES

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		Wages	V. D. A.					
Prasanna	Barber	5130.00		4000.00	1130.00	57	5650.00	
		5354.00		4000.00	1354.00	17	1354.00	
Manjula	Labour	5180.00		4000.00	1180.00	57	5600.00	
		5354.00		4000.00	1354.00	17	1354.00	
Yevraj	Plaster	190.00		140.00	50.00	130	749.00	
		226.00		140.00	86.00	26	1716.00	
Santhosh	House Keeper	5130.00		3000.00	2130.00	57	10650.00	
		5354.00		3000.00	2354.00	17	2354.00	
							13004.00	

STATEMENT SHOWING THE DIFFERENCE OF WAGES

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as per G. O. Ms. No

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2 Name of the Employee	3 Designation	4 Payable		5 Wages Already Paid Per Month	6 Difference of Amount Per month	7 Period	8 Total Difference	9 Re-marks
		Wages	V. D. A.					
P. V. Sharma	Deputy	5120-00	5254-00	3500-00	1630-00	5M	8150-00	
				5500-00	1854-00	1M	1854-00	
							10004-00	
								G. O. Ms. No. 233457-05

Asst. Commissioner of Labour
Banga Reddy

**INSPECTION REPORT UNDER BUILDING AND OTHER CONSTRUCTION WORKERS
REGULATION OF EMPLOYMENT AND CONDITIONS OF SERVICES ACT, 1996**

①

DATE: 09-05-2011

TIME: 4:30 pm

- 1 Name & Address of the Establishment : Gulmohar Garden Phase Modi Ventures.
- 2 Name & Address of the site owner : Modi Properties, Jinnah - 25 B/W/1
Phone No. : Sr. Soham Modi, MD.
- 3 a) Name of the Employer (Contractor) & Address and Phone No. :
b) Names of the Sub-Contractors and their address and Phone No. :
- 4 Whether Registered the establishment under Section 7 of the Act. : No
- 5 Registration Certificate No. : not displayed
- 6 No. of Building workers / working in each category :
Male : 43
Female : 13
Total : 56
- 7 Whether hours for normal working day is fixed under Rule 28. : No
- 8 Whether wholesome drinking water is provided under Sec. 32 of the Act, 1996. : Yes
- 9 Whether provided sufficient no. of latrines & urinals under Sec. 33 of the Act, R.W.R. 243. : Yes
- 10 Whether accommodation free of charge provided within the work site under Section 34. : Yes
- 11 Whether creches provided under Sec. 35 (where more than 50 Female worker are working) : No
- 12 Whether First Aid facilities provided at the work place under Sec. 36 : Yes

PTO

- 13 Whether canteen facilities provided under Section 37, R.W.R 244 (where 250 workers are working at workplace) : NO
- 14 Whether notice intimating about the commencement of work to the concerned Inspector under Sec. 46 and R.W.R 239. : NO
- 15 What are the safety measures provided as required under Sec.40 as under:-
 - Rule 34 Excessive noise vibration : NO
 - Rule 35 Fire protection : NO
 - Rule 36 Emergency action plan : NO
 - Rule 37 Fencing of motors : NO
 - Rule 45 Eye protection : NO
 - Rule 47 Electrical Hazard : NO
 - Rule 49 Ensuring stability of structure : NO
 - Rule 54 Use of safety helmets & shoes. : NO
 - Rule 39 Whether approved health & safety policy adopted by the employer (50 or more workers) : NO
- 16 Whether the following registers and records maintained as required under Sec. 40:-
 - i. Register of Muster Roll in Form No. XVI under Rule 241. : NO
 - ii. Register of Wages in Form No. XVII. : NO
 - iii. Register of overtime in Form No. XXII : NO
 - iv. Whether issuing service certificate to each worker in Form No. XXIV on termination of service on account of completion of work : NO
- 17 Whether Annual Return in Form No. XXV sent to the Registering Officer for the end of Calendar year under Section 57. : NO
- 18 Whether a notice of wages displayed or not under Rule 249. : NO
- 19 Whether minimum wages paid : NO
- 20 Whether overtime wages paid. : NO
- 21 Remarks :

Project Manager/Engg.
 MODI VENTURES
 Certified by: *[Signature]*
 11/5/11

9246876366

Certified by:
[Signature]
 Project Manager/Engg.
 MODI VENTURES

9/12/11
 SIGNATURE OF THE INSECTOR
 NAME *J. Pandey*
 DESIGNATION *AW/Inspector*

[Signature]
 BCL
 P.R.

Inspection Report

09-25-2011

3:55 pm

Mr. Modi Ventures

(Modi Properties & Investments Pvt. Ltd.)

Shakti Sai Nagar, Malappur.

Gulmohar Gardens.

F-104,

Employer: Sri. Soham Modi, M.D.

Nature of Business: Marketing Office.

No of Employees: - 4 - Office Staff

Inspected &

- Register of Employment in Form XXII not produced as demand -
- Register of wage in Form XXIII not produced as demand
- Register of Leave in Form XXV not produced as demand
- Copies of letters of appointments not furnished.
- Annual returns not furnished for inspection.

R.e. not obtained.

(P 70)

Minimum Wage Act

Wage slips not issue to the employees.

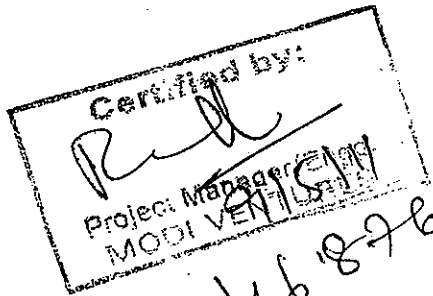
Abstract of Minimum Wage not displayed.

A.P.L.W.F

Labour Welfare Fund Remittance Particulars not furnished.

Remarks:-

Sr. Ramesh, Project Manager Present at the time of visit.



9246 876366

[Signature]

[Signature] 915
Sd/ [Signature]
(Sd/ [Signature])

GOVERNMENT OF ANDHRA PRADESH

LABOUR DEPARTMENT

Assistant Labour Officer

Office of the Assistant Labour Officer, Rangareddy District, T. Anjaiah Karmika Sankshema Bhavan, RTC X Roads, Hyderabad - 20.

SHOW CAUSE NOTICE

Under the Building and other Construction Workers (Regulation of Employment and conditions of services) Act, 1996 and Rules, 1999.

No. ALO/NCM/2011/01/2011

Dated: 26-05-2011


Upon on a recent inspection of your construction work site on 07-05-2011 at 4:30 PM it was found to the extent indicated below, that certain provision of the Building and Other Construction Workers (Regulation of Employment and conditions of services) Act, 1996 and Rules made there under were not being carried out you are therefore called upon to show cause in writing within 7 days as to why necessary penal action under the Act should not be initiated against you.

Inspector under the Building & Other Construction Workers (Regulation of Employment & conditions of Services) Act
 Assistant Labour Officer
 Rangareddy District, T. Anjaiah Karmika Sankshema Bhavan, RTC X Roads, Hyderabad - 20.

To
 Sri. Soham Modi,
 M/s Modi Properties & Investments (P) Ltd.
 Site: Gulmohar Garden, Malleshwari
 Hyderabad

1	Section 7, R.W.R.23	Failed to make an application for Registration of your establishment.
2	Section 30 R.W.R. 241(1)(a)	Failed to maintain and produce the following registers on demand. ix) Muster roll in Form No.XVI x) Register of wages in form No.XXII xi) Register of overtime in Form No.XXIII xii) Failed to issue Service certificates to each worker in form No.XXIV and termination of service on account of completion of work.
3	Section R.W.R 33-B1	Failed to issue identity cards to your workers
4	Section R.W.R.239 46	Failed to intimate about the commencement of the work to the concerned Inspector.
5	Section R.W.R.249 30	A notice of wages intimating date of payment of wages etc., was not displayed at construction site of your establishment.

6	Section R.W.R.243	33	Failed to provide, sufficient no. of latrines and urinals at the work site.
7	Section 34 of the Act		Failed to provide, free of charge & with in the work site or near to it, as may be possible, temporary accommodation.
8	Section 35 of the Act		Failed to provide, crèches at your work site.
9	Section 36 of the Act		Failed to provide, First Aid facilities at the work site.
10	Section 32 of the Act		Failed to provide, wholesome drinking water for your employees at the work site.
11	Section 40 R.W.R.34		Failed to provide, excessive noise, vibration protection, at the work site.
12	Section 40 R.W.R.35		Failed to provide, fire protection at the work site.
13	Section 40 R.W.R.36		Failed to provide, emergency action plan at the work site.
14	Section R.W.R.244	37	Failed to provide, canteen facilities at the work site.
15	Section 40 R.W.R.37		Failed to provide, fencing of motors at the work site.
16	Section 40 R.W.R.45		Failed to provide, Eye protection at the work site.
17	Section 40 R.W.R.47		Failed to provide, electrical hazard protection at the work site.
18	Section 40 R.W.R.49		Failed to provide, ensuring stability of structure at the work site.
19	Section 40 R.W.R.54		Failed to provide, use of safety Helmets & shoes to your employee/workers
20	Section 40 R.W.R.39		Whether approved health and safety policy adopted by the employer, (50 or more workers).
21	Section 57 of the Act		Failed to submit of Annual Return in Form No.XXV to the Registering Officer for the end of calendar year.


 Inspector under the Building &
 Other Construction Workers (Regulation of
 Employment & conditions of Services) Act
 & Assistant Labour Officer of Labour, R.R.Dist.
 NACHARAM, R. R. DIST.

②

GOVERNMENT OF ANDHRA PRADESH
LABOUR DEPARTMENT
OFFICE OF THE ASSISTANT COMMISSIONER OF LABOUR, RANGAREDDY AT HYDERABAD.
Assistant Labour Officer
NACHARAM, R. R. DIST.
SHOW CAUSE NOTICE
THE MINIMUM WAGES ACT, 1948 AND THE ANDHRA PRADESH
MINIMUM WAGES RULES, 1980 *

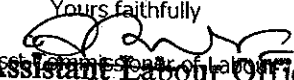
No. AL/NCM/03/2011
To
Sir, Soham Modi, M. NACHARAM, R. R. DIST.

Dated 26-05-2011

Employer of Modi Properties & Investments Pvt. Ltd.
Site: Gulmohar Garden, Malleshwari, Hyderabad.
Sir,

Upon on a recent inspection of your Shop/Establishment on 09-05-2011 at 4:30 PM it was found to the extent indicated below, that certain provisions of the M.W. Act, 1980 and Rules made there under were not being carried out. You are therefore called upon to Show Cause in writing within (7) days as to why necessary penal action under the Act should not be initiated against you in the appropriate court of Law for the indicated below mentioned contraventions.

Yours faithfully


Assistant Labour Officer
Rangareddy
NACHARAM, R. R. DIST.

**ORDER UNDER MINIMUM WAGES ACT 1948 AND THE ANDHRA PRADESH
MINIMUM WAGES RULE 1980**

1. SECTION 12, Read with G.O Ms No. 851 dt 22-9-2007

Filed to pay to every employee engaged in your Establishment/Shop/Agriculture land holding the wages at a rate not less than the minimum rate of wages fixed by notification issued in the G.O cited for that class of employees employed under your employment without any deduction except those authorized and in accordance with Rule 32.

2. Rule 23:

- (1) Failed to Exhibit in English and Telugu a notice in Form No. XII containing the minimum rate of wages fixed for workers under the act in respect of your employment together with in prescribed abstracts of the Act and Rules.
- (2) Failed to Exhibit a notice showing the name and address of the inspector in English and in Telugu, the particulars of which are as follows:

Name of the Inspector

ADDRESS: ASST. Commissioner of Labour & Inspector under M.W. Act. 1948, Rangareddy Dist

3. Rule :29

- (1) Failed to pay to workers it workers it worked for more than nine hours in a day of 48 hours in a week, in the case of employment in agriculture wages at one and a half times the ordinary rates of wages and at twice the ordinary rate in case of any other Employment.

4. Rule: 20

- (1) Failed to maintain a register showing overtime payments made in the Form No. IV.

5. Rule 30 (1)

- (1) Failed to maintain a register of wages in Form No X always up to date with all the particulars prescribed.

6. Rule 30 (1)

Failed to issue wages slip in Form No XI to all the following employees employed by you at least a day prior to the date of disbursement of wages.

7. Rule 30 (3)

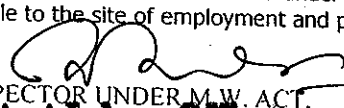
Failed to obtain the signature or thumb-impresion of all the following employees employed in the Register of wages and wage slips at the time of payment wages.

8. Rule 31

Failed to keep a Muster Roll in the presided Form No. V at the work-Spot or the principal office attached to it, and maintain it up to date.

9. Rule 31

Failed to keep always the registers, records and notices maintained and exhibited under the provisions of Rules available at or as near as practicable to the site of employment and produce them to the inspectors of inspection.


INSPECTOR UNDER M.W. ACT.
ASSISTANT COMMISSIONER OF LABOUR
NACHARAM, R. R. DIST.