

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



Between:

Asst. Commissioner of Labour,  
Rangareddy District

.... Applicant

And

Sri. T. Soham Modi, Managing Director,  
M/s Modi Properties & Investments,  
Silver Oak Building, Mehta & Modi Homes, Cherlapally,  
Rangareddy District.

Reg. Office D.No. 5-4-187/3&4, II Floor,  
Sohan Mansion, M.G. Road,  
Secunderabad- 003.

.... 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 (12) workers employed by the Respondent. The applicant submits that he inspected the Respondent Establishment and found that 12 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.496836 Dt 01.05.2012 of HDFC Bank, S.D.Road, Secunderabad branch for the amount of Rs.68,124/- (Rupees Sixty Eighty Thousand One Hundred & Twenty Four Only) deposited to this authority payable to 12 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 31<sup>st</sup> 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, & JONT  
COMMISSIONER OF LABOUR, RANGAREDDY ZONE, HYDERABAD**

M.W.No. 71/2011

Between:

Asst. Commissioner of Labour  
Ranga Reddy District.

---- Applicant

And

Sri. Soham Modi,  
Managing Partner,  
Mehta & Modi Homes, 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 "Silver Oak Bungalows" Sy. Nos. 31, 40, 41, 42, 44, 45 & 55 situated at Cherlapally, 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.

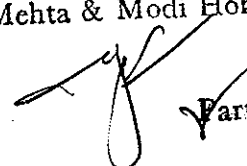
It is also submitted that all the workmen shown in the present claim are also casual workmen and they did not work for the periods shown against them in this claim. These workers come for the work intermittently on daily wage basis and they are not employed regularly.

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. 496836 dated 01.05.2012 for Rs. 68,124/- (Rupees Sixty Eight Thousand One Hundred and Twenty Four only) 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 Mehta & Modi Homes

  
Partner

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

For Mehta & Modi Homes

  
Respondent.

Place: Hyderabad.

Date: 14.05.2012

**ANNEXURE**

**Statement Showing the Difference of wages**

**Payable to Employee in respect of Mehta And Modi Homes Project "Silver Oak Bungalows"**

**Situated at Sy.Nos.31, 40, 41, 42, 44, 45 & 55 Cherlapally Village, Ghatkesar Mandal, Hyderabad.**

S.No	Name of the Employee	Designation	Payable		Wages Rs.	Difference of amount per month Rs.	Period in days /months	Total Difference Rs.
			Wages Rs.	VDA Rs.				
1	Narsimha.G	Office Boy	5,130	-	3800	1,330.00	90 days	3,990.00
			5,354	-	3800	1,554.00	13 days	673.00
2	Praveen.B	Site Incharge	6,698	-	6500	198.00	90 days	594.00
			6,922	-	6500	422.00	13 days	183.00
3	Savitramma	House Keeping	5,130	-	3000	2,130.00	90 days	6,390.00
			5,354	-	3000	2,354.00	13 days	1,020.00
4	Sudheela	House Keeping	5,130	-	3000	2,130.00	90 days	6,390.00
			5,354	-	3000	2,354.00	13 days	1,020.00
5	Laxamma	House Keeping	5,130	-	3000	2,130.00	90 days	6,390.00
			5,354	-	3000	2,354.00	13 days	1,020.00
6	Sampath.A	Gardener	5,130	-	4000	1,130.00	90 days	3,990.00
			5,354	-	4000	1,354.00	13 days	587.00
7	Ramulamma.P	Gardener	5,130	-	3300	1,830.00	90 days	5,490.00
			5,354	-	3300	2,054.00	13 days	890.00
8	Jyothi.K	Gardener	5,130	-	3300	1,830.00	90 days	5,490.00
			5,354	-	3300	2,054.00	13 days	890.00

**For Mehta & Modi Homes**

**Partner**

9	Latha.E	Gardener	5,130	-	3300	1,830.00	90 days	5,490.00
			5,354	-	3300	2,054.00	13 days	890.00
10	Bharatamma	Gardener	5,130	-	3300	1,830.00	90 days	5,490.00
			5,354	-	3300	2,054.00	13 days	890.00
11	Nagulu	Gardener	5,130	-	4000	1,130.00	90 days	3,390.00
			5,354	-	4000	1,354.00	13 days	587.00
12	Krishnaveni	Gardener	5,130	-	3300	1,830.00	90 days	5,490.00
			5,354	-	3300	2,054.00	13 days	890.00
								68,124.00

For Mehta & Modi Homes

  
Partners

STATEMENT GIVING THE DETAILS OF MIN. WAGES DIFFERENCE INCLUDING 4 TIMES PENALTY & CESS PAYMENT.  
 INRESPECT OF PROJECT SITES. - INSPECTION BY LABOUR DEPT.

SL.NO	PROJECT NAEM	NO OF EMPLOYEES FOUND ON INSPECTION	MINIMUM WAGES DIFFERENCE PAYABLE	TOTAL AMOUNT INCLUDING 4 TIMES PENALTY	CESS NOTICE RECD... DATE	REMARKS
1	ALPINE ESTATES-APARTMENTS MAY FLOWER HEIGHTS, MALLAPUR	14	149084	745420	9.6.2011	~
2	MODI VENTURES-APARTMENTS GULMOHAR GARDENS, MALLAPUR	31	233,467	1167337	9.6.2011	~
3	MEHTA & MODI HOMES-BUNGALOWS SILVER OAK GUNGALOWS, CHERLAPALLY	12	118661	593305	9.6.2011	~
4	PARAMOUNT BUILDERS-APARTMENTS PARAMOUNT RESIDENCY, NAGARAM	80	475192	~	9.6.2011	~
5	MODI & MODI CONSTRUCTIONS-BUNGALOW NILAGIRI HOMES, RAMPALLY	12	62,124	310620	9.6.2011	~
6	KADAKIA & MODI HOUSING-BUNGALOWS BLOOM DALE, SHAMEERPET	~	~	~	9.6.2011	~
			1,038,528	2816682		

Ybaskaran  
 17.3.2012

# MEHTA & MODI HOMES

# 5-4-187/3 & 4, II Floor, Soham Mansion, M.G. Road, Secunderabad - 500 003.

Phone : +91-40-66335551, Fax :

Dt. 15.03.2012

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

Dear Sir,

**Sub : Minimum Wages**

**Ref:: Your Show Cause Notice No. M.W/71/2011 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.

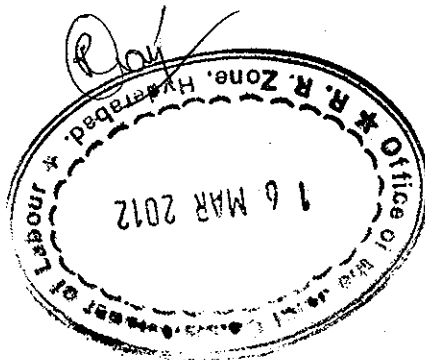
Based on the above reason we request you to re-open our file and give an opportunity for personal hearing.

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

Thanking you,

Yours faithfully,  
For Mehta and Modi Homes

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, BEHNE DEVI ZONE, RTC 'X' ROADS, HYDERABAD.

Show-Cause-Notice

No. M.W. / 71/2011

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.

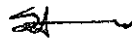
Ref:- Order passed in M.W.No.71/2011 Dated 23.01.2012 by the Authority  
under M.W. Act and Joint Commissioner of Labour, Rangareddy Zone,  
Hyderabad.

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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, Silver Oack Bunglass, Mehta& Modi  
Homes, Cherlapally, Rangareddy District to deposit an amount of Rs.5,93,305/-  
(Rupees Five Lakhs Ninety Three Thousand Three Hundred and Five Only).

But, the respondent Sri. Sohan Modi, Managing Director , M/s Modi  
Properties Investments(P) Ltd, Silver Oack Bunglass, Mehta& Modi Homes,  
Cherlapally, Rangareddy District has failed to deposit the above awarded  
amount within the stipulated time.

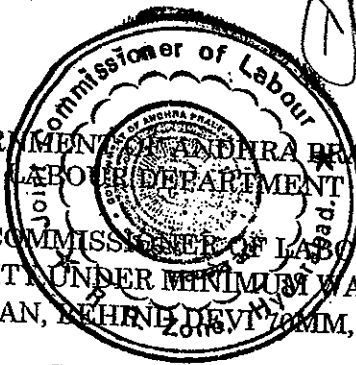
Therefore, he is directed to Show-Cause as to why the awarded amount  
should not be recovered from him under Section 20(5) of Minimum Wages Act, as  
a fine imposed by the Magistrate. The reply to the show-Cause Notice should  
reach to this office within (7) days from the date of this notice.

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

To  
Sri. Sohan Modi, Managing Director ,  
M/s Modi Properties Investments(P) Ltd,  
Silver Oack Bunglass, Mehta& Modi Homes,  
Cherlapally, 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. ANJALAH  
KARMIKA SANKSHEMA BHAVAN, NEHRU DEVI TEMPLE, RTC 'X' ROADS, HYDERABAD.

Show-Cause-Notice

No. M.W. / 71/2011

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.71/2011 Dated 23.01.2012 by the Authority  
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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 &  
Authority under Section 20(5) of M.W. Act, 1948,  
Joint Commissioner of Labour,  
Rangareddy Zone, Hyderabad.  
Rangareddy Zone, Hyderabad.

To  
Sri. Sohan Modi, Managing Director,  
M/s Modi Properties Investments(P) Ltd,  
Silver Oak Bunglass, Mehta & Modi Homes,  
Cherlapally, 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 HYDERABAD

M.W. CASE NO 71/2011

Between:

The Asst. Commissioner of Labour  
Rangareddy

..... Applicant.

And

Sri. Sohan Modi, Managing Director  
M/s Modi Properties Investments(P) Ltd,  
Silver Oak Bunglass,  
Mehta & Modi Homes, Cherlapally,  
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.1,18,661/- payable by the Respondent to the 12 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.

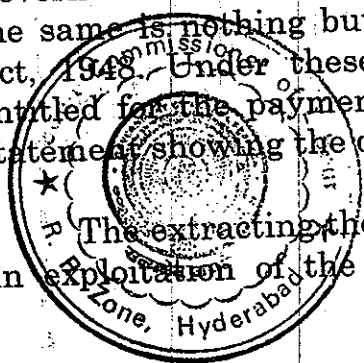
The Applicant filed an Affidavit in lieu of Chief Examination. In his Affidavit in lieu of Chief Examination the applicant has stated that he is the notified Inspector u/s 20 of the Minimum Wages Act. Further it is stated that in compliance with the instructions of the higher Authorities he inspected the Respondent establishment situated at Cherlapally, 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 Act. Sri.Praveen who is the one of the Asst. Administrative Manager of the establishments was present during the course of inspection and Sri.Praveen despite being asked, failed to produce the register of muster roll, payment register and other related registers and signed the Inspection Report. The inspection report was marked as Ex. A-1. Further it was stated that during the course of inspection it was found that 12 employees have been found working in the said establishment and recorded their statement with regard to designation, length of service, working hours and the wages actually paid by the management to them and obtained their signatures. Sri.Praveen the representative of respondent also signed on the said statement. The Employees statement recorded is marked as Ex. A-2. Upon verification of the said statement given by the said employees it was found that 12 employees working in the respondent establishment, 12 employees are not being paid the minimum wages fixed as per G. O. Ms. No: 85 LET F (Lab-II) dated 22.09.2007 as (EX-A3).

The Applicant deposed that the Respondent establishment is a scheduled employment and the minimum wages fixed by the Government of Andhra Pradesh vide G. O. Ms. No: 85 dated 22.09.2007 are applicable to the employees employed in the Respondent establishment. He has further deposed that 12 employees shown in the claim are not being paid the minimum wages as fixed by the Government of Andhra Pradesh in G. O. Ms. No: 85 dated 22.09.2007. On the perusal the said G. O.(EX-A3) and also the statement of employees (EX-A2) recorded during the course of inspection which was signed by the employees of the respondent establishment, clearly indicate that the said employees were paid less wages than the wages fixed by the Government of Andhra Pradesh vide the said G. O. Ms. No: 85 dated 22.09.2007.

Since there is no contrary evidence on record there is nothing to disbelieve the claim of the Applicant. Therefore it is established that 12 employees whose names were shown in the statement attached to the Application were paid less wages than the minimum wages fixed by the Government of Andhra Pradesh vide G. O. Ms. No: 85 dated 22.09.2007 and the same is nothing but violating of the provisions of the Minimum Wages Act, 1948. Under these circumstances I hold that the 12 employees are entitled for the payment of difference of minimum wages as shown in the statement showing the difference of wages amounting to Rs 1,18,661/-

The extracting the work without paying minimum wages is nothing but an exploitation of the workmen. The respondent apart from denying the



statutory minimum wages to workmen, not bothered to avail the opportunity 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. 1,18,661/- together with 4 times of compensation of Rs.4,74,644/- and in all the total sum of Rs.5,93,305/- (Rupees Five Lakhs Ninety Three Thousand Three Hundred and Five 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 23<sup>rd</sup> day of January 2012.



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

APPENDIX OF EVIDENCES  
WITNESSES EXAMINED

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

EXHIBITS MARKED

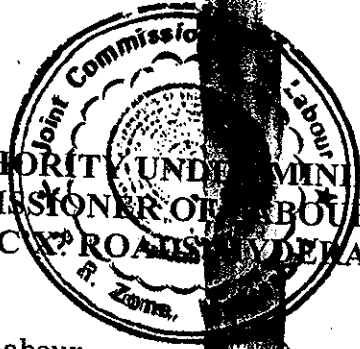
For Applicant: - Ex A-1- Inspection report  
Ex A-2 -Employees Statement  
Ex A-3- G.O.Ms.No. 85 of LET&F Department  
Dated 22.09.2007.  
For Respondent - Nil

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

To  
The Parties concerned.

*(D. Baschedor)*  
23/1/2012

5



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

By Regd. Post with Ack. Due

M.W. NO. 71/2011

Between:  
Asst. Commissioner of Labour  
Rangareddy

... Applicant

And  
Sri. Sohan Modi, Managing Director,  
M/s Modi Properties & Investments (P) Ltd,  
Regd. Office 5-4-187/3&4, 2<sup>nd</sup> 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 Silver Oak Bungalows, Mehta & Modi Homes, cherlapally, 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.

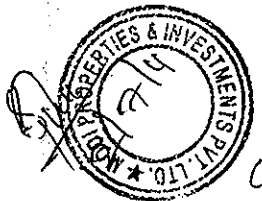
If you fail to attend the hearing case will be proceeded with and decided in your absence.

Given under my hand and seal of this Court on the day of 7<sup>th</sup> July of 2011.

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

To  
As above

*[Handwritten signature]*



9246265445  
Sohan Modi  
DGM - 66385551



E/1974/2011  
13/6/2011

4

(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, Ranga Reddy Zone*

Application No. 201  
*Md. Shabbir*  
Inspector under Minimum Wages Act, 1948  
Commissioner and  
Asst. Inspector of Labour, Circle No. *Ranga Reddy*  
Hyderabad.

Applicant

VERSUS

*Dr. Soham Modi, MD*

*M.M. Modi Properties & Investments (P) Ltd,  
Silver Oak Bungalows,*

Apponent

*Mehla & Mohd Homes, Cherlapally*

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

1. That above named apponent is Employer of *M.M. Modi Properties & Investments (P) Ltd* which is a schedule employment specified in the schedule under Part I 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. *SC* Dt. *22-08-2007*

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. *1,18,661.00* in words *One Lakh eighteen thousand & 661 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 demanded*

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

Dated : *9-6-2011*

*[Signature]*  
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* 201  
Encls ( )

about Officer

# STATEMENT SHOWING THE DIFFERENCE OF WAGES

Payable to Employees in Respect of M/s. M. Sri Properties & Investments Pvt. Ltd.

as per G.O. Ms. No. PS/87/22-08/2007 S. Krishna Babu Aswaththar, Cheralapalle

Published in A.P. Gazette No. 5788 Date 01-10-2007

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.					
2 G. N. Venkatesh	3 <del>Office Secretary</del>	4 5130-00		5 8,800-00	6 1330-00	7 5 M	8 6655-00	9
B. Prasad	S. T. Sankar	6698-00		6500-00	198-00	5 M	990-00	
S. S. Sankar	House Keeping	5190-00		3000-00	2130-00	5 M	10,650-00	
S. S. Sankar		5354-00		3000-00	2354-00	1 M	2854-00	
S. S. Sankar		5130-00		3000-00	2130-00	5 M	10,650-00	
S. S. Sankar		5354-00		3000-00	2354-00	1 M	2854-00	
							13,004-00	

Handed over to Mr. P. K. Reddy

20

# 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	Designation	4		5	6	7	8		9
		Payable	Wages V.D.A.				Wages Already Paid Per Month	Difference of Amount Per month	
S. Sankar	3	5130-00	4000-00	4000-00	1130-00	5M	5650-00	9150-00	
		5354-00	4000-00	3300-00	2054-00	1M	1354-00	2054-00	
		5130-00	3300-00	3300-00	1830-00	5M	9150-00	9150-00	
S. Sankar	3	5354-00	3300-00	3300-00	2054-00	1M	1354-00	2054-00	
		5130-00	3300-00	3300-00	1830-00	5M	9150-00	9150-00	
		5354-00	3300-00	3300-00	2054-00	1M	1354-00	2054-00	
S. Sankar	3	5130-00	3300-00	3300-00	1830-00	5M	9150-00	9150-00	
		5354-00	3300-00	3300-00	2054-00	1M	1354-00	2054-00	
		5130-00	3300-00	3300-00	1830-00	5M	9150-00	9150-00	

M.W. No 7/2011

Office of the  
Joint Commissioner of Labour  
Ranga Reddy Zone, T. Anjalai Bhavan  
RTC 'X' Roads, Hyderabad.

PIN 5 0 0 0 2 0

Name - stamp of office posting

Contributed



Office

# 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

2	3	4		5	6	7	8	9
		Payable	Wages					
Name of the Employee	Designation	Wages + P.V.D.A.	Wages Already Paid Per Month	Difference of Amount Per Month	Period	Total Difference	Re marks	
Smt. Mondamma	Barbhu	₹130-00 ₹354-00	₹300-00 ₹300-00	₹80-00 ₹54-00	5M 1M	₹152-00 ₹254-00		
Neelgudi	SH	₹100-00 ₹354-00	₹400-00 ₹400-00	₹30-00 ₹4-00	5M 1M	₹50-00 ₹4-00		
Smt. Krishna Devi	do	₹150-00 ₹354-00	₹300-00 ₹300-00	₹50-00 ₹54-00	5M 1M	₹150-00 ₹254-00		

Ast. Commissioner of Labour  
Ranga Reddy

*(Handwritten signature)*

*(Handwritten initials)*



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

By Regd. Post with Ack. Due

M.W. NO. 71 /2011

Between:

Asst. Commissioner of Labour  
Rangareddy

... Applicant

And

Sri. Sohan Modi, Managing Director,  
M/s Modi Properties & Investments (P) Ltd,  
Silver Oak Bungalows,  
Mehta & Modi Homes, Cherlapally,  
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 13<sup>th</sup> June of 2011.

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

To  
As above

By Regd. Post with Ack. Due

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

3

M.W. NO. 71 /2011

Between:

Asst. Commissioner of Labour  
Rangareddy

... Applicant

And

Sri. Sohan Modi, Managing Director,  
M/s Modi Properties & Investments (P) Ltd,  
Silver Oak Bungalows,  
Mehta & Modi Homes, Cherlapally,  
Rangareddy District.

... Respondents

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Given under my hand and seal of this Court on the day of 13<sup>th</sup> 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



*Dated on  
15/6/2011*

GOVERNMENT OF ANDHRAPRADESH  
LABOUR DEPARTMENT  
OFFICE OF THE ASSISTANT COMMISSIONER OF LABOUR, RANGAREDDY AT HYDERABAD.

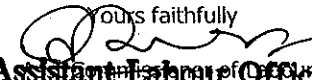
**NACHARAMSROB CASE NOTICE**  
THE MINIMUM WAGES ACT, 1948 AND THE ANDHRA PRADESH  
MINIMUM WAGES RULES, 1980

No. ALO/RCM/MW/01/2011  
To Soham Modi, M.  
Sir,

Dated 28-05-2011

Employer of Modi Properties & Investments Pvt. Ltd.,  
(Mehla & Modi Homes) Silver Oak Bungalows,  
Sir, Cherlapally.

Upon on a recent inspection of your Shop/Establishment on 09-05-2011 at S.300 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. 85, 28-05-09 1907

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)

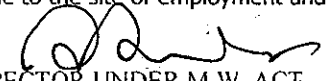
Failed to obtain the signature or thumb-impresion of all the following employees employed in the Register of wages and wage slips at the time of payment wages.

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 Labour Officer,  
NACHARAM, R. R. DIST.

# Inspection Report

①

Under AP Shops & Establishments Act, 1948

Date 9-5-2011

Time 5-30pm.

M/s. Modi Properties & Investments Pvt. Ltd.,  
Willas @ Silver Oak Bungalows,  
Chaitany, Hyderabad Phase II

Site Office: Mehta & Modi Homes. 040-65272348

Employer: Sr. Soham Modi, Mg. Partner.  
S/o Saleesh Modi,

No. of Employees: 3 - + 2 Engineers.

Nature of Business: Marketing Office.

## Insights:

R.C. not obtained under APSE Act,

- Register of Employment in Form XXII not produced on demand.
- Register of wages in Form XXIII not produced on demand.
- Register of leave in Form XXIV not produced on demand.
- Copies of letters of appointment not furnished.

P.T.O

1/2

LIST SHOWING THE PARTICULARS OF THE WORKERS WORKING IN M/S.

MODI Properties & Investments Pvt Ltd.

Silva Oak Bungalows, Chelagally, A.R.D.R.

Date: 01-05-2017

1	2	3	4	5	6	7	8
NAME OF THE WORKER	DESIGNATION	AGE (YRS)	SERVICE	WAGES	TIMINGS	SIGNATURE	
Jansimby	Office boy	27yrs	1 year	Rs 3800/m	9 AM to 6 PM	G. NARSIMHA	
Praveen	Site incharge	29yrs	2 years	Rs 6500/pm	do -		
of saurithyramm	House keeping	50yrs	3 years	Rs 3000/pm	9 AM to 6 PM		
Smt. Subhadra	do -	55yrs	5 years	Rs 2000/pm	do -		
Smt. Annamma	do	50yrs	2 years	Rs 3000/pm	do -		
6. A. Sampath	do -	40yrs	3 years	Rs 4000/pm	do -		
7. P. Ramalingam	do -	32yrs	1 year	Rs 3300/pm	do -		
8. Smt. Syobek	do -	22yrs	2 years	Rs 3200/pm	do -		
9. Smt. E. Latha	do -	38yrs	3 years	Rs 3300/pm	do -		
10. Smt. Bhavani	do -	50yrs	2 years	Rs 4000/pm	do -		
11. Nagulu	do -	30yrs	1 year	Rs 3300/pm	do -		
12. Smt. Jayashree	do -						

ASSISTANT MANAGER  
MEDICAL STORES

Recd

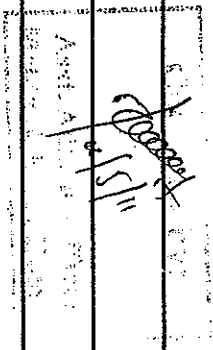
Signature  
A. S. Ramesh

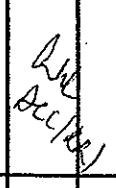
STATEMENT SHOWING THE PARTICULARS OF THE WORKERS WORKING IN M/S.

Silverdale Bungalow

Chandrasekar SRT

SL. NO.	NAME OF THE WORKER	DESIGNATION	AGE (YRS)	SERVICE	WAGES	TIMINGS	SIGNATURE
1	Ramulu S/o. Saigand	labour	38 yr			9.00 - 4.00	
2	Asu mohamed	maison	38 yr	holiday	300 = 00	9.00 - 7.00	S/12/50
3	Haseem	Dr.	40 yr	14 days	300 = 00	8.00 -	S/13/50


  
 15/11/11


  
 SRT

GOVERNMENT OF ANDHRA PRADESH  
LABOUR DEPARTMENT

Office of the Asst. Labour Officer,

T. Anjaiah Karmika Sankshema Bhavan, RTC X Roads, Hyderabad -20.

No. :

016

No. ALD/NCM/01/2010

Date: 08-02-2010

SHOW CAUSE NOTICE

Under the Building and other Construction Workers

(Regulation of Employment and conditions of services) Act, 1996 and Rules, 1999.

\* \* \* \* \*


Upon a recent inspection of your construction work Sether Dae Banglun Residential VITMAS  
(Name and Nature of Work)

S.No. 291, IV, Cherlapally, Mehla & Modi House on 2/2/2010 at 1:15 pm it was  
(Place) (Construction Company)

noticed that certain provisions of the Building and other Construction Workers (Regulation of Employment and conditions of services) Act, 1996 and Rules, 1999. rules made thereunder to the extent indicated below were not being carried out. You are therefore called upon to show cause in writing within 7 days of receipt of this notice as to why necessary penal action under the Act should not be initiated against you.

1	Section 7 R.W. Rule 23	Failed to make an application for Registration of your Establishment alongwith treasury Challan duly remitted fee as prescribed to the Registering Office.
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To,  
Shri. Boham Modi, M.D.,  
M/c. Mehla & Modi House,  
S.No. 291, IV, Cherlapally,  
R.R. Dist.

  
Inspector under the Building & other  
Construction Workers (Regulation of  
Employment & Conditions of Services)  
Act & Asst. Labour Officer, .  
**Asst. Labour Officer**  
NACHARAM,  
RANGA REDDY DIST.

\* Copy submitted to the Asst. / Dy. Commissioner of Labour, Ranga Reddy for Information.