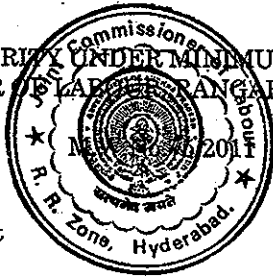


BEFORE THE AUTHORITY UNDER MINIMUM WAGES ACT, 1948 AND  
JOINT COMMISSIONER OF LABOUR, RANGAREDDY ZONE, HYDERABAD.



Between:  
Asst. Labour Officer,  
Moulali, Rangareddy District  
And

.... Applicant

Sri. T. Soham Modi, Managing Director  
M/s Nilgiri Homes  
(Modi Properties (P) Ltd)  
Sy.No. 128,129,132-136,  
Rampally, Keesra, 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. Labour Officer, Moulali, Rangareddy District claiming the difference of wages to (06) workers employed by the Respondent. The applicant submits that he inspected the Respondent Establishment and found that 6 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. 636677 Dt 02.05.2012 of HDFC Bank, S.D.Road, Secunderabad branch for the amount of Rs. 35,725/- (Rupees Thirty Five Thousand Seven Hundred and Twenty Five Only) deposited to this authority payable to 6 workmen shall be disbursed to them by the Asst. Labour Officer, Moulali, 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

o/c

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

M. W. No. 75/2011

Between:

Asst. Labour Officer  
Moulali, Ranga Reddy District.

---- Applicant

And

Sri. Soham Modi,  
Managing Partner,  
Modi & Modi Constructions,  
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 “Nilgiri Homes” Sy. No. 128, 129, 132 to 136, Rampally, Keesara, Ranaga 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. Labour Officer, Moulali 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. Labour Officer, Moulali 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. Labour Officer, Moulali is calculated on the whole period without taking into consideration of actual days of work.

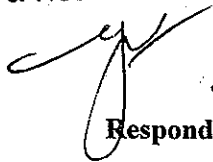
I hereby admit the difference of Minimum wages arised due to the variations on the VDA calculations for the actual days of work by the workmen as shown in the annexure appended to this memo. By admitting the said amount I herewith submit the cheque No. 636677 dated 02.05.2012 drawn on HDFC Bank, S. D. Road, Secunderabad branch for the amount of Rs. 35,725/- (Rupees Thirty Five Thousand Seven Hundred and Twenty Five only) in favor 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 & MODI CONSTRUCTIONS**

  
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 MODI & MODI CONSTRUCTIONS

  
Partner<sup>2F</sup>  
Respondent.

Place: Hyderabad.

Date: 14.05.2012

**ANNEXURE**

**Statement Showing the Difference of wages**

**Payable to Employee in respect of Modi & Modi Constructions Project name "Nilgiri Homes"**  
**Situated at Sy.No.128, 129, 132 to 136 Rampally Village, Keesara Mandal, R.R.Dist.**

S.No	Name of the Employee	Designation	Payable		Wages Already paid Rs.	Difference of amount per month Rs.	Period in days /months	Total Difference Rs.	
			Wages Rs.	VDA Rs.					
1	S.Swarnalatha	House Keeping	5,130.00		3,200.00	1,930.00	87 days	5,597.00	
			5,334.00		3,200.00	2,134.00	17 days	1,209.00	
2	Vasantha	House Keeping	5,130.00		3,200.00	1,930.00	87 days	5,597.00	
			5,334.00		3,200.00	2,134.00	17 days	1,209.00	
3	Ch. Varalakshmi	House Keeping	5,130.00		2,800.00	2,330.00	34 days	2,641.00	
			5,334.00		2,800.00	2,534.00	17 days	1,436.00	
4	Laxmi	House Keeping	5,130.00		2,800.00	2,330.00	34 days	2,641.00	
			5,334.00		2,800.00	2,534.00	17 days	1,436.00	
5	Mallalah	House Keeping	5,130.00		3,500.00	1,630.00	87 days	4,727.00	
			5,334.00		3,500.00	1,834.00	17 days	1,039.00	
6	Smt. Ilavva	House Keeping	5,130.00		2,800.00	2,330.00	87 days	6,757.00	
			5,334.00		2,800.00	2,534.00	17 days	1,436.00	
								<b>35,725.00</b>	

**FOR MODI & MODI CONSTRUCTIONS**

**Partner**

# MODI & MODI CONSTRUCTIONS

5-4-187/3 & 4, II Floor, M.G. Road, SECUNDERABAD - 500 003.  
☎ : 66335551 (4 lines) Fax : 040-27544058

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. 75/2011 dated. 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 referred 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.

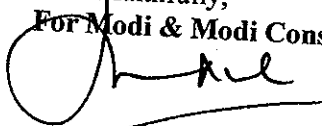
Due to the above reason we are not aware of the notices issued by you.

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

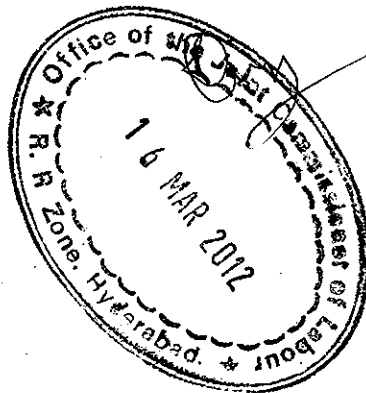
Please consider our request and give us opportunity for personal hearing at an early date.

Thanking you,

Yours faithfully,  
For Modi & Modi Constructions,

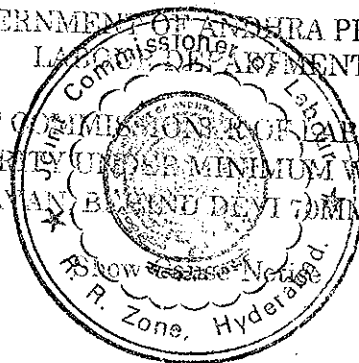


(Soham Modi)





OFFICE OF THE JOINT COMMISSIONER OF LABOUR, RANGREDDY ZONE,  
HYDERABAD AND AUTHORITY UNDER MINIMUM WAGES ACT, 1948, Y. ANJALAN  
KARMIKA SANKSHEMA BHAVAN, B. AND DEVI 70MM, RTC 'X' ROADS, HYDERABAD.



No. M.W. /75/2011

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.75/2011 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 Nilagiri Homes (Modi Properties (P) Ltd) S.y.No. 128,129,132-136, Rampally, Keesara, Rangareddy District to deposit an amount of Rs.3,10,620/- (Rupees Three Lakhs Ten Thousand Six Hundred and Twenty Only).

But, the respondent Sri. Sohan Modi, Managing Director, M/s Nilagiri Homes (Modi Properties (P) Ltd) S.y.No. 128,129,132-136, Rampally, Keesara, 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.

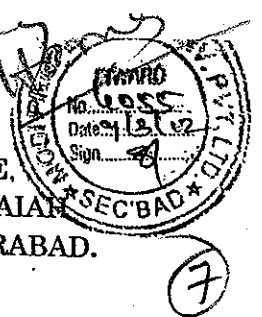
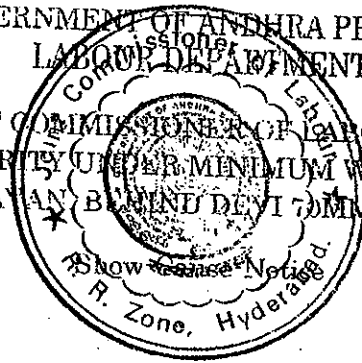
*(Signature)*

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 Nilagiri Homes (Modi Properties (P) Ltd)  
S.y.No. 128,129,132-136, Rampally,  
Keesara, Rangareddy District.  
Reg Office 5-4-137/3&4, M.G. Road, Secunderabad.

GOVERNMENT OF ANDHRA PRADESH  
LABOUR DEPARTMENT

OFFICE OF THE JOINT COMMISSIONER OF LABOUR, RANGAREDDY ZONE,  
HYDERABAD AND AUTHORITY UNDER MINIMUM WAGES ACT, 1948, Y. ANJALAI  
KARMIKA SANKSHEMA BHAYAN, BEHIND DEVI TOMMI, RTC 'X' ROADS, HYDERABAD.



No. M.W. /75/2011

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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 Nilagiri Homes (Modi Properties (P) Ltd)  
S.y.No. 128,129,132-136, Rampally  
Keesara, Rangareddy District.  
Reg Office 5-4-187/3&4, M.G. Road, Secunderabad.

*Handwritten signature*

BEFORE THE AUTHORITY UNDER MINIMUM WAGES ACT, 1948 & JOINT  
COMMISSIONER OF LABOUR, RANGAREDDY ZONE, T. ANJALIAH KARMIKA  
SANKSHEMA BHAVAN RTD X ROAD, HYDERABAD

PRESENT BY MURALISAGAR  
STATION HYDERABAD

M.W. CASE NO 75/2011

Between:

The Asst. Labour Officer

Moulali

And

Sri. Sohan Modi, Managing Director

M/s Nilgiri Homes (Modi Properties (P) Ltd),

Sy.No. 128, 129, 132-136,

Rampally Keesara,

Rangareddy District

..... Applicant.

..... Respondent.

ORDER:

This an application filed under Section 20 of Minimum Wages Act, 1948 by the Inspector & Asst. Labour Officer, Moulali claiming a difference of minimum wages amounting to Rs 62124/- payable by the Respondent to the 06 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, 02.09.2011, 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 Keesara, Rangareddy District on 19.05.2011. The respondent was carrying out the work which is a scheduled

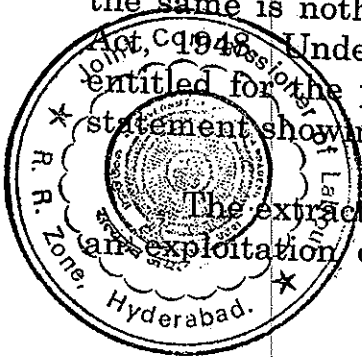


employment specified in part-I u/s 2(g) and Sec. 27 of the Minimum Wages Act. Sri. K. Yadagir who is the Project Manager of the establishments was present during the course of inspection and Sri. K. Yadagiri despite being asked, failed to produce the register of minimum wage, payment register and other 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. K. Yadagiri 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 out of 12 employees working in the respondent establishment, 06 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 06 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.

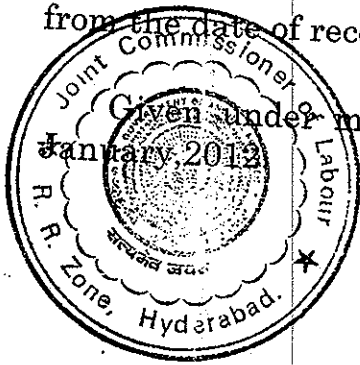
Since there is no contrary evidence on record there is nothing to disbelieve the claim of the Applicant. Therefore it is established that 06 employees whose names were shown in the statement attached to the Application were paid less wages than the minimum wages fixed by the Government of Andhra Pradesh 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 06 employees are entitled for the payment of difference of minimum wages as shown in the statement showing the difference of wages amounting to Rs 62,124/-

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. 62,124/- together with 4 times of compensation of Rs.2,48,496/- and in all the total sum of Rs.3,10,620/- (Rupees Three Lakhs Ten Thousand Six Hundred and Twenty 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

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

APPENDIX OF EVIDENCES  
WITNESSES EXAMINED

For Applicant:

- AW1- Smt. A.S. Vinitha  
Asst. Labour Officer, Moulali  
Nil

For Respondent

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. Patil Reddy*  
*23/01/2012*

5



**BEFORE THE AUTHORITY UNDER MINIMUM WAGES ACT, 1948**  
**AND JOINT COMMISSIONER OF LABOUR, RANGAREDDY ZONE,**  
**TAKS BHAVAN, RTC 'X' ROADS, HYDERABAD - 501 001.**  
**By Regd. Post with Ack. Due**  
**M.W. NO. 75 /2011**

Between:  
Asst. Labour Officer,  
Moulali

... Applicant

And  
Sri. Sohan Modi, Managing Director,  
M/s Nilgiri Homes (Modi Properties (P) Ltd)  
Regd. Office 5-4-187/3&4, 2<sup>nd</sup> Floor,  
Sohan Mansion  
M.G.Road, Secundrebad.

... 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 Sy.No. 128, 129, 132-136, Rampally, Keesara, 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 8<sup>th</sup> July of 2011.

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

To  
As above



Office of the Inspector of Labour  
 Hyderabad  
 FORM - VII  
 13/6/2011  
 2471/2011

Commissioner of Labour  
 Hyderabad  
 14/6/2011

(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.....  
 District Commissioner of Labour, Hyderabad

Application No. 201  
 Inspector under Minimum Wages Act, 1948  
 and  
 Asst. Inspector of Labour, Circle No. 100/1  
 Hyderabad.

Applicant

VERSUS

Sri. Sahan Modi  
 Ms. Nilgiri loomes  
 (Modi Properties (P) Ltd.)  
 No. 12, 14, 132-136  
 Kuppally, Hassan Rd.

Apponent

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

1. That above named apponent is Employer of Ms. Nilgiri loomes (Modi Properties (P) 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. 24.9.07. 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. 62,124.00 in words. Rupees Sixty two thousand one hundred and

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 decreed by.

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

Dated : 20.5.11

Signature of  
 ASST. LABOUR OFFICER  
 Inspector  
 MOULA-ALI, R.R. DIST,  
 HYDERABAD,

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..... on..... 20.5.2011

Encl ( )

# STATEMENT SHOWING THE DIFFERENCE OF WAGES

Office of the Assistant Labour Officer,

Circle No. Nacheli

Payable to Employees in Respect of M/s. Vijaya Works Mr. Moti Repetitions Ru. No.,

as per G.O.Ms. No. 85 dt. 22-9-02 Sg. No. 129, 129, 132-136

Published in A.P. Gazette No. 568 Dated 1-10-02 Kampally, Reserve (M)

Dated: 20.5.2011

Sl. No.	Name of the Employee	Designation	Wages Payable per month	Wages Already paid per month	Difference Payable per month	Period From To	No. of Months	Total Difference	Remarks
1)	S. Srinivasa	Work keeper	5130.00 5334.00	3200.00 3200.00	1930.00 2134.00	Nov. 10 April 11	5 months	9650.00 2134.00	
2)	Nasirba	-do-	5130.00 5334.00	3400.00 3200.00	1930.00 2134.00	Nov. 10 April 11	5 months	9650.00 2134.00	
3)	Ch. Venkayyami	-do-	5130.00 5334.00	1800.00 2800.00	2330.00 2534.00	Feb 11 April 11	2 months	4660.00 2534.00	
4)	Laxmi	-do-	5130.00 5334.00	1800.00 1800.00	2330.00 2534.00	Feb 11 April 11	2 months	4660.00 2534.00	
5)	Mallavid	Mali	5130.00 5334.00	3500.00 3500.00	1630.00 1834.00	Nov. 10 April 11	5 months	7194.00 8150.00	
6)	Ent. Shawa	Cookery	5130.00 5334.00	2800.00 1800.00	2330.00 2534.00	Nov. 10 April 11	5 months	9984.00 2534.00	
								14184.00	

(Repets Sixty two thousand and Repets)

Assistant Labour Officer  
 MOULALI, R.R. DIST.  
 HYDERABAD,

GOVERNMENT OF ANDHRA PRADESH  
LABOUR DEPARTMENT

INSPECTION REPORT UNDER A.P. SHOPS & ESTTSL ACT, 1988 & RULE 1990

R.C.No. \_\_\_\_\_

Date: 19/05/2011

Time: 2.00 PM

1	Name of the Shop / Establishment & address.	M/s. Nilgiri Homes Mod. Properties Co. Ltd., Sy. No. 128, 129, 132-136 Rampally, Keerana (M)		
2	Name of the Employer / Father's Name / Age and Address.	Sri. Suban Modi		
3	Nature of work carried by the establishment.	Duplex Houses (95) Villas		
4	Date of Commencement of business.	20th Dec.		
5	No. of Employees present at the time of inspection	Men _____	Women _____	Total 12
6	Classification of the establishment Viz. Shop / Estt. / Theatre / Commercial Estts. / Office. Ect.	Esh.		
7	Whether the Registration Certificate obtained if so valid upto	NO		
8	Whether letter of appointments in Form No. XXVI have been issued to the employees	NO		
9	Whether a notice in Form No. XXIV showing the weekly rest allowed is exhibited.	NO		
10	Whether the following registers have been maintained or not. Section 68 (2).	NO		
a)	Register of Employment in Form No. XXII.	NO		
b)	Register of wages in Form No. XXIII	NO		
c)	Register of Leave in Form No. XXV	NO		
d)	Visit Book	NO		

(H)



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.**

M.W. NO. 75/2011

Between:

Asst. Labour Officer,  
Moulali

... Applicant

And

Sri. Sohan Modi, Managing Director,  
M/s Nilgiri Homes (Modi Properties (P) Ltd)  
Sy.no. 128,129, 132-136, Rampally,  
Keesara, 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,  
Authority U/S 20(1) of M.W. Act, 1948,  
Rangareddy Zone, Hyderabad.  
& Joint Commissioner of Labour  
Ranga Reddy Zone, Hyderabad.

To  
As above

*Received  
As above*

*Dispatched  
15/6/2011*



Govt. of Andhra Pradesh Labour Department

INSPECTION ORDER / NOTICE

Office of the Assistant Labour Officer,

Circle

SE. No. ALD/MUL/MW/01/2011

Date 26.5.2011

The Minimum Wages Act, 1948 and the Andhra Pradesh  
Minimum Wages Rules, 1980.

To, Shri Soham Modi, Mg. Director

Employer of M/s. Nilgiri Homes [Modi Properties (P) Ltd.]  
Sy. No. 128, 129, 132-136, Rampally, Keerava RA

Upon a recent inspection of your establishment/Shops on 19.5.2011 at 2:00 PM a.m./p.m. it was found that certain provisions of the Act and Rules were not being implemented. It is therefore requested that necessary steps to the extent indicated in the inspection order appended may be taken at once to comply with the law under intimation to this office in writing within seven days/show cause in writing within 7 days as to why penal action under this Act should not be taken against you.

The orders appended are issued or repeated from the previous orders without prejudice to any action that this office may take for non-compliance of the provisions of the Act and Rules made there under.

Asst. Labour Officer & Inspector under M.W. Act.

APPENDIX  
T. Anjaiah Bhavan,  
R. T. C. 'X' Roads,  
HYDERABAD

Order under Minimum Wages Act 1948 and the Andhra Pradesh  
Minimum Wages Rule 1980

1. SECTION 12, Read with G.O. Ms. No. 85 dt. 22.9.2007

Failed 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 authorised 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 worker 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. Labour Officer & Inspector under M.W. Act. Circle**

3. RULE : 29

(1) Failed to pay to 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 (2)

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

7. RULE 30 (3)

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

8. RULE 30 (5)

Failed to keep a Muster Roll in the prescribed 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.

Asst. Labour Officer & Inspector under M. W. Act,

Asst. Labour Officer  
Mesa-Ali, Circle, R. R. Dis  
T. Anjaiah Bhavan,  
R. T. C. 'X' Roads,  
HYDERABAD.



GOVERNMENT OF ANDHRAPRADESH  
LABOUR DEPARTMENT

Office of the Asst. Labour Officer, Moula -Ali, Ranga Reddy District at T.Anjaiah Karmika  
Sankshema Bhavan, R.T.C-X-Road, Hyderabad-500020.

**SHOW CAUSE NOTICE**

Under Building & Other Construction Workers (Regulation of Employment and Conditions of Services) Act, 1996 and Rules, 1999.

No. ALO/MLI/1300/01/2011

Dated: 26.5.2011

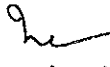
Upon on a recent inspection of your construction work site on 19.5.2011 at 12.40 Pm it was found to the extent indicated below, that certain provisions of the Building and Other Construction Workers (Regulation of Employment and Conditions of services) Act, 1996 and Rules made there under were not being 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 Service) Act and  
Asst. Labour Officer, Moula Ali, R.R-District.

To  
Sri Soham Modi, Mg. Director  
M/s. Nilgiri Homes [Modi Properties (P) Ltd.]  
Sy. No 128, 129, 132-136, Rampally  
Keesam, R.R.District

1	Section 7 R.W.R23.	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. i) Muster Roll in Form No:XVI. ii) Register of wages in Form No.XXII. iii) Register of overtime in Form No.XXIII. iv) 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 46 R.W.R. 239.	Failed to intimate about the commencement of the work to the concerned Inspector.
5	Section 30 R.W.R. 249.	A notice of wages intimating date of payment of wages etc., was not displayed at construction site of your establishment.
6	Section 33 R.W.R. 243.	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 & within 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 37 R.W.R. 244.	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, electrically hazard protection at the work site
18	Section 49 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 employees/ 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.VVV to the Registering Officer for the end of calendar year.

  
 Inspector under the Building &  
 Other Construction Workers (Regulation of  
 Employment & Conditions of Service) Act and  
 Asst. Labour Officer, Moula-Ali, R.R-District.

Asst. Labour Officer  
 Moula-Ali, Circle R. R. Dist.  
 E. Anjalia Bhavan,  
 R. T. C. 'X' Roads,  
**HYDERABAD**



8754 : 1500 (1000) 2018 17-2-2011  
 STATEMENT SHOWING THE PARTICULARS OF THE WORKERS WORKING IN M/S. Pravara Water Supply Co.

SL. NO.	NAME OF THE WORKER	DESIGNATION	AGE (YRS)	SERVICE	WAGES	TIMINGS	SIGNATURE
1	Makranik	Mali	50y	3y	15,350/-	9 AM to 5 PM	Dr. P. N. ...
2	Dr. P. N. ...						
3	Dr. P. N. ...						
4	Dr. P. N. ...						
5	Dr. P. N. ...						
6	Dr. P. N. ...						
7	Dr. P. N. ...						
8	Dr. P. N. ...						
9	Dr. P. N. ...						
10	Dr. P. N. ...						
11	Dr. P. N. ...						
12	Dr. P. N. ...						
13	Dr. P. N. ...						
14	Dr. P. N. ...						
15	Dr. P. N. ...						
16	Dr. P. N. ...						
17	Dr. P. N. ...						
18	Dr. P. N. ...						
19	Dr. P. N. ...						
20	Dr. P. N. ...						

Sl. NO.	NAME OF THE WORKER	DESIGNATION	AGE (YRS)	SERVICE	WAGES	TIMINGS	SIGNATURE
1	Labour <del>Labour</del>	3					
1)	Kodhla	Settling Labour	27	1 yr	350/mon	9.30 - 5.30 pm	Mr. Balbrestle
2)	Balrajya	Carrying	22	2 yrs	350/mon	-	
3)	Shankar	Labour	30	2 yrs	380/mon	-	8058
4)	G. Sankhya	Labour	45	2 yrs	350/mon	-	
5)	Ajmer chandi	-do-	35	1 yr	250/mon	-	
6)	Changimma	-do-	30	2 yrs	250/mon	-	
7)	C. Khandanna	-do-	45 yr	2 yrs	250/mon	-	
	OFFICE						
1)	K. Yedagiri	Project mgr		2008 Jan	3000/mon	May	
2)	N. Suresh Rao	Admin ofkr		-do-	1500/mon		
3)	<del>P. K. Reddy</del>						
4)	M. Mounika	Neak Entry		-do-	5500/mon		
5)	S. Suresh	Superintd		3m	Good/mon		
6)	<del>M. Suresh</del>						
7)	V. Vijay	Engineer		4 yrs	1000/mon		
8)	K. S. Suresh Kumar	Sales		4 yrs	1000/mon		

2)

or Sales Exec.

5 yrs

1000/mon  
8130/mon

D. N. Gowd

10  
Whether the...  
(b) Compensation amounting to Rs. 50 lakhs KV  
...the minimum rate of...

