

# FORM IV

( See Rule 19 )

## ANNUAL RETURN UNDER THE WEST BENGAL PAYMENT OF WAGES RULES

Registration No. ....

Classification Code No. ....

### WAGES AND DEDUCTIONS FROM WAGES

Return for the year ending 31st December, .....

1. (a) Name of the Factory or Establishment and postal address .....

(b) Industry .....

2. Number of days worked during the year .....

3. (a) Number\* of mandays worked during the year:

Adults	..	..	..	..	..
Children	..	..	..	..	..

Total:

\*\* (b) Average daily number of persons employed during the year:

Adults	..	..	..	..	..
Children	..	..	..	..	..

Total:

4. Total wages paid including deductions under Section 7(2) on the following accounts:

(a) Profit sharing bonus

\*\*\* (b) Money value of concessions

(c) Basic wages including overtime wages and non-profit sharing bonus

(d) Dearness and other allowances in cash

(e) Arrears of pay in respect of previous year paid during the year

Total:

5. Deductions—Number of cases and amount realised:

					Number of cases	Amount realised (Rs.)
(a) Fines	..	..	..	..	..	..
(b) Deductions for damage or loss	..	..	..	..	..	..
(c) Deduction for breach of contract	..	..	..	..	..	..

Total:

6. Fines fund

(i) Balance of fines fund in hand at the beginning of the year Rs.....

(ii) Disbursement from fines fund:

Purpose	Amount (Rs.)
(a)	
(b)	
(c)	
(d)	
	Total:

(iii) Balance of fines fund in hand at the end of the year Rs.....

.....  
*Signature*

*Designation*.....

Dated .....

\*This is the aggregate number of attendances during the year.

\*\*The average daily number of persons employed during the year is obtained by dividing the aggregate number of attendances during the year by the number of working days.

\*\*\*The money value of concessions should be obtained by taking the difference of the price paid by the employer and the actual price paid by the employees for supply of essential commodities given free or at concessional rates.

**Note:** This return should be sent to the Chief Inspector of Factories by 31st January of the succeeding year.