TheUttarPradeshLabourWelfareFund Rules, 1972

In exercise of the powers under subsection (1) of Section 25 of the Uttar Pradesh Labour Welfare fund Act, 1965 (U.P. Act No. XIV of 1965), the Governor is pleased to make the following rules the same having been previously published for objections and suggestion with

Government Notification No. 1370 (A)/XXXVI. D-246(LL)-65, dated July 27, 1971:

1. Short title and commencement.- (i) These roles may be called the Uttar Pradesh Labour Welfare fund Rules, 1972,

(ii) They shall come into force with effect form the date of their

2. Definitions.- In these rules there is anying repugnantly the subject or

I. **[**"Accounts Officer" means an officer or official of the Board who is responsible for the proper maintenance of accounts, and includes any other servant of the Board authorised in writing by the Labour Welfare Commissioner to discharge the duties and functions of the Accounts Officer;

II. "Act" means the Uttar Pradesh Labour Welfare Fund Act, 1965;

III. "Establishment" means any factory, plantation or any other establishment, not being an establishment of the Central or State Government (other than a factory), in which any business, trade or work is carried on and in which twenty or more persons are employed or were employed on any working day during the preceding twelve months;

IV. "Auditor" means the Examiner, Local Fund Audit, Uttar Pradesh;

V. "Form" means a form appended to these Rules;

VI. "Section" means a section of the Act;

VII. "**Y**ear" means the financial year commencing on the first day of April and ending on the thirty-first day of March;

VIII. Words and expressions not defined herein shall have the meanings respectively assigned to them in the Act.]1

3. Payment of fines and up paid accumulations by employer.- (i) Within thirty days form the date on which the Act shall come into force, everyemployeroftheestablishmentundertheActshallpaybydemand

1 Notification no : No. 2232/XXXVI-3—503(V)-78, dated May 28, 1985

draft, cheque or money order or in cash to the Labour Welfare Commissioner-

(a) all fines realized from the employees before the said date and remaining unutilized on that date; and

(b) all unpaid accumulations head by the employers on the aforesaid date.

(ii) The employer shall along with such payment submit a statement to the Labour Welfare Commissioner, giving full particulars of the amount so paid in the pro form prescribed in Annexure I.

(iii) Thereafter, all fines realised from the employers and all unpaid accumulations during the quarters ending March 31, June 30, September 30 and December 31, shall be paid by the employer in the manner aforesaid to the Labour Welfare Commissioner on or before 15 th April, 15th July, 15th October and 15th January, succeeding such quarter and a statement giving particulars of the amounts so paid shall be submitted in the pro form prescribed in Annexure I to these rules along with such payment to the labour welfare Commissioner.

(iv) The above payments shall be made to the Labour welfare commissioner either in cash or by money order, demand draft or cheque. The demand drafts and cheques should be crossed and drawn on any Bank at kanpur in favour of the Labour welfare Commissioner, Uttar Pradesh, Kanpur.

(v) All other amounts received by the Board would be in the name of Labour Welfare Commissioner and shall be credited to the Bank or banks approved by the State Government.

4. Notice for payment of fines and unpaid accumulations by Labour Welfare commissioner.- The Labour Welfare Commissioner may, after making such enquiries as he may deem fit and after calling for a report from the Inspector, if necessary, serve a notice on any employer to pay all fines realised from the employees or unpaid accumulations held by him which the employer has not paid in accordance with Rule 3. The employer shall comply with the notice within thirty days of the receipt thereof.

5. Accounts and Administration of Fund.- (i) When money is tendered at the office of the Board by a person and there is no objection to its acceptance, a receipt in

Form No. I shall be given to the person making the payment duly signed by the Labour Welfare Commissioner or an officer authorized by him in this behalf, and the amount shall be brought to account at once in the cash-book in Form No.2.

Note.- (1) The receipt books shall contain foils in duplicate. All receipts issued in taken of money received shall be written in indelible pencil with the help of double-sided card, paper. The lower foil of the receipt (carbon copy) shall be give to the payer and the upper foil of receipt shall be retained-the receipt book.

(2) Duplicate copies of receipt shall not be issued in any case. However. if necessity arises, a certificate of payment signed by the Labour Welfare Commissioner or an officer authorized by him in this behalf may be given.

(ii) When the money is received by means of cheque or demand draft. the Accounts Officer or such other officer as may be authorised by the Labour Welfare Commissioner shall cause an entry of the Cheque or demand draft, to be made in the register in

Form No. 3 under his own signature and shall issue a letter to the person sending the cheque or demand draft, acknowledging receipt of the same stating therein that letter shall not be treated in any way as a receipt for the amount and formal receipt will follow after the encashment of the cheque or demand draft. When the cheque is honoured by the Bank, Collusions 7 to 10 of the register shall be filled in by the Accounts Officer or such other officer authorized by the Labour Welfare Commissioner and a receipt in Form No. 1 shall be issued to the payer giving the reference to the number and date of cheque therein and the amount shall be brought to account by making necessary entry in the cash-book.

(iii) All money payable to the Found shall be credited to the Bank or Banks approved by the State Government for the purpose and not utilized directly for the purpose. The entry of remittance of income to the bank shall be attested by the Accounts Officer daily in token of his having verified the remittance from the pay-inship of the Bank.

(iv) At the end of every calendar month the Labour Welfare Commissioner, or such other officer as may be authorized by the Labour Welfare Commissioner, shall obtain from the bank or banks a statement of the amounts deposited in and withdrawn form the fond during the month.

(v) The accounts of the Funds shall be operated upon by the Labour Welfare Commissioner or any other officer of the Board other than the Accounts Officer who may be authorized by the Labour Welfare Commissioner on his behalf.

(vi) The Labour Welfare Commissioner or an officer of the Board other than Accounts Officer authorized by him on his behalf shall draw cheques on Banks, maintaining the accounts of the Fund.

(vii) Any payment in excess of Rs. 100 shall be made by means of a cheque signed as aforesaid and not in any other way.

6. Closing of the cash book.- (1) The cash-book shall be closed and balanced daily and signed by the Accountant, the Accounts Officer and the Labour Welfare Commissioner or a responsible officer authorized by himinthisbehalfintokenoftheirhavingcheckedthecorrectnessofthe entries threin.

(2) At the end of each month the receipts and expenditure entered in the cash-book shall be compared item by item with the Bank Pass Book by the Accountant and the Balances agreed.

Any differences shall be explained by the Accountant in a footnote in the cash-book giving the following agreed.

Cash-book closing balance-

Deduct-

(a) Income not yet credited in the Bank.

Add-

(b) Amount of encashed cheques.

(c) Amount of the Bank but not accounted for in cash book.

Balance as per Bank Pass Book-

Details of (a).

Details of (b).

Details of (c).

The cash-book shall taken be laid before the Accounts Officer and the Labour Welfare Commissioner or such other officer as may be authorized in this behalf for their scrutiny, review and signature.

7. Accounts of unpaid accumulations.- The accounts of the unpaid accumulations paid to the Board shall be kept in

Form No. 8 separate page shall be allotted for each payment.

8. Particulars to be contained in the notice inviting claims from the employees or the legal representatives in respect of unpaid accumulations.-The Board, while inviting claims by the employees or their legal representatives for payment due to them out of unpaid accumulation paid to the Board, shall issue notice to the employees or other legal representatives containing particulars as prescribed in Annexure II which shall also be published in the manner laid down in subsection (4) of Section 6 of the Act.

9. Register of loans.- All loans which are borrowed under Section 14 of the Act and are received by the Board shall be recorded in a register of loans in

Form No. 6 each instalment of the loan as it is taken being recorded in Column 4. Each entry of the register shall be attested by the Accounts Officer. A separate page shall be allotted for each loan and loans from Government shall be kept distinct from other sources.

10. Register of investments.-A record of all investment shall be maintained in a register of investment in Form No.7, each entry therein shall be attested by the Accounts Officer or such other officer of the Board as may be authorized by the Labour Welfare Commissioner. Government security shall b kept distinct shall be kept distinct from other investments.

11. Budget of the Board.-The budget estimates of each financial year. (i,e. the following financial year) shall be prepared and laid before the Board by the first day of :December each year in

Form No.5. An authenticate copy of the budged, as approved by the Board shall be forwarded to the state Government before the 15th January after making such amendments and alterations as itconsiders necessary.

12. Classification and Classified Abstract.- (a) For the purpose of classifying the income and expenditure, a classified abstract in

Form No. 4 shall be kept in 2, volumes (i) for income and (ii) for expenditure. A separate page shall be opened for each item of budget and the receipts and charges parting to those items for each day shall be taken either as they occur or in the aggregate for the day from the cash-book or from the vouchersandenteredintheappropriatecolumnofAbstract.Attheend of each month, the totals and progressive totals shall be made under each of the hands of Abstract.

(b) At the close of each month a monthly account shall be drawn up and signed by the Account, Accounts Officer and Labour Welfare Commissioner. The accountant shall be laid before the Board along with the certificate of the Agent/Manager of the Bank in the following form. It shall be the responsibility of the Accountant and the Accounts Officer that the monthly accounts are prepared by the 10th of month following that to which the monthly account relates.

Certificate

Abstract of ..... Board fund account for the month of .....in bank at :

1- Balance brought forward from last month.	3- Debited in each account for This month.
2- Credited into each account of this month.	4- Balance at the end of this ma Month.
Total	Total

Form No. 5 prescribed for the budget with the following modifications :-

(i) Column 3 shall contain the budget estimate for the current year (Column 6 of budget form);

(ii) Column 4 shall contain the actual (of income and expenditure) up to the end of the month, preceding that for which the statement is prepared;

(iii) Column 5 shall contain the actual (of income and expenditure) for the month of which the statement is prepared;

(iv) Column 6 shall contain the totals of Columns 4 and 5;

(v) Column 7 shall be added containing the actual (of income and expenditure) for the corresponding period of the preceding year.

The balance shall be struck and agreed with closing balance shown in the cash-book for the last day of the month. When expenditure has exceeded the budget allotment, the item shall be marked in red ink.

13. Additional expenditure - (a) No payments shall be made out of the fund unless the expenditure is covered by a current budget grant.

(b) If during the course of the financial year it becomes necessary to incur expenditure over and above the provision made in the budget, the Board shall immediately submit to the State Government the details of the proposed expenditure, and specify the manner in which it is proposed to meet the additional expenditure. The State Government may either approve the proposed expenditure after making such modifications, as it considers necessary, or reject it. A copy of the order passed by the State Government on every such proposal to incur additional expenditure shall be communicated to the Board and the Examiner, Local Fund Account, Uttar Pradesh.

14. Embezzlement - Whenever an embezzlement of the Board's fund or property is discovered or suspected the Chairman of the Board shall at once institute an enquiry with the help or the Accounts Officers and on being convinced of the embezzlement having been committed, shall inform the State Government and the Examiner, Local Fund Accounts, Uttar Pradesh, of embezzlement and ask the District Magistrate of the district of a regular police investigation sending him the file of the case. The District Magistrate will then decide whether the police should be asked to investigate the matter or not. The matter shall

also be brought to the notice of the Board at the first meeting held after the date the embezzlement is discovered or suspected and also after the enquiry is over. The State Government shall also be informed of the result of the enquiry and legal action taken in the matter.

15. AuditofBoard'saccount-The accounts of the Board shall be audited annually under the orders of the Examiner, Local fund accounts, Uttar Pradesh. The Chairman shall see that all account registers and papers are put up before the auditors whenever demanded without the least possible delay. The labour Welfare Commissioner shall see that cashiers and other officials entrusted with custody of cash or Government securities produce their cash balances and Government securities, if any, before the auditors on demand by the auditors for physical verification by them. The audit shall consist of a test audit of two months accounts in a year selectedat random in detailand a general review of all important final matters.

In case the Board or the State Government consider it necessary to get the account of any particular period or any particular head of account audited in full, special audit shall be arranged by the Examiner, Local Fund Accounts, Uttar Pradesh, The Examiner, Local Fund Accounts, Uttar Pradesh, may-

(a) by the summons in writing require production of any document, the perusal of examination of which he believes necessary for the desiccation of the accounts;

(b) by summons in writing require and person who has the custody or control of any such document or who is accountable therefore to appear in person before him: and

(c) require any person so appearing to make and sign a declaration with respect to such document or to answer any question or to prepare and furnish any statement relating thereto.

The objection statements issued by the auditors in the course of audit shall be returned to them promptly before the close of the audit with the replies of the Labour Welfare Commissioner. The Auditors shall collect all the objection statements with replies thereon and shall drop the objections wherein they are satisfied with the replies where the auditor is not satisfied with the replies or the action taken, be shall discuss the matter with the Labour Welfare Commissioner in the first instance.

Thereafter he shall, before leaving th station, bring to the personal notice of the Chairman those matters which has not been disposed of. The Banker shall on demand by the Auditors intimate ot them, direct the balance at the credit of the Board on any particular date or dates specified by the auditors.

The result of each audit shall be communicated in two parts: (i) the objection statement containing outstanding objections dealing with technical irregularities and

(ii) the audit note dealing with general and important matters which require the particular attention of the Board.

On receipt of the audit note and the objection statement of the Board, the Labour Welfare Commissioner shall take immediate action in record peoples within one month against each pint-sized therein showing the action taken or proposed to be taken thereon. Thereafter the Labour welfare Commissioner shall submit the audit note and the objection statement along with his comments to the Chairmen for the consideration of the Board.

The Board shall consider the audit note and the objection statement at a special meeting in which the audit note shall be the only item on the agenda held not more than three months after the receipt of the audit note together with replies recorded against each point raised therein. The Board shall also pass a resolution or resolutions expressing its official opinion on each of the points.

An annoted copy of the audit note along with the comments and decisions of the Board on each point shall be sent to the Examiner within a fortnight of the meeting referred to in this rule. A copy of the Board's reply shall at the same time be sent to Government and the office copy signed by the Chairman shall be kept in the Board's Office for the use of inspecting officers. Further correspondence regarding disposal of audit objections shall be conducted directly between showing the action taken thereon shall be maintained in the Board's Office till the objection is settled. These files shall be shown to the audit officers whenever demanded.

The administrative action taken by the Board or its executive authorities on the audit note shall be reviewed by the Government.

The Board shall pay a fee for the audit of its accounts according to the scale laid down from time to time by the State Government.

16. Publication of the Annual Report of the Board - The Board shall within two months of the date of the closing of the financial year, submit to the State Government, statement of receipts and expenditure together with an annual report giving its activities for the year for publication in the Gazette, as required under Section 16 of the Act.

TheStatementofaccounts,receiptandexpenditurewillbeinForm No. 5, with the following modifications-

(i) Column 3 shall contain actual of past year;

(ii) Column4shallcontainbudgetestimateoftheyearunder report;

(iii)

Column 5 shall contain the actual of the year under report; (iv) Column 6 shall be omitted.

The statement shall be accompanied by a certificate signed by the Agent/Manager of the Bank showing the amount at the credit of the Board in the Bank at the close of the year.

17. Application for grant from Fund - Any employer, Local Authority or any other body may make an application to the Labour Welfare Commissioner for grant under subsection (3) of Section 7 of the Act. Such application may be submitted to the Labour Welfare Commissioner (in triplicate) in the form as may be prescribed by the Board. All such applications shall be placed by the Labour Welfare Commissioner before the Board within sixty days from the date of its receipt with his remarks and the recommendations of the Board shall be forwarded to the State Government by the Labour Welfare Commissioner for obtaining the approval of the State Government.

18. Constitution of Board - The Board shall consist of ten members including the Chairman, out of which three shall be the
representatives of employers and employers each, two independent members including one representative of women.

The Labour Welfare Commissioner or any other officer nominated by the State Government will act as ex officio Member-Secretary to be Board.

19. Allowances of Members - The members shall hold their offices in an honorary capacity, provided that each member shall be eligible to an honorarium or Rs. 10 for attending each meeting of the Board and the travelling the daily allowances admissible of Class I Officers of the State Government.

20.Other powers of Inspector - Every Inspector shall, for carrying out the purposes forth Act, also have the powers to require any employer to produce any document in connection with the sums paid or payable in the Fund for his inspection, to supply a true copy of any such document and to give him a statement in writing.

21. Maintenance of registers by certain employers - (i) Every employer of an establishment to which to Payment of Wages Act, 1936, does not apply shall maintain (a) a resister of wages in Annexure I and (b) a consolidated register of unclaimed wages and fines in Annexure III.

(ii) Such employer shall be the 31st January every year forward to the
Labour Welfare Commissioner a copy of the abstract from the register in Annexure II partaining to the previous year.

22. Appointment and conditions of services of officers of the Board - The method of appointment and conditions of service including scales of pay of the Labour Welfare Commissioner, Additional or Deputy Labour Welfare
Commissioner regarding appointment of staff, expenditure of funds for carrying out the purposes of the Act as it deems fit. A copy of such resolution should be forwarded to Government within thirty days of its being passed by the Board.

24. Reconstitution of the Board - Where the Board has been supersededbythestateGovernmentunderSection19oftheActinshall be reconstituted in the same manner as provided in Section 4 of the Act andRule.

FORM NO. 1

[See Rule 5 (i)]

Receipt of payments to U.P. Welfare Labour Fund.

Book No. Receipt No.

Office of the Labour Welfare Commissioner, U.P. Kanpur.

Received from.....

Dated.....

The sum of Rs. .....

On account of .....

Cashier Accountant

Signature

Designation

FORM NO. 2

[See Rule 5 (i)]

General Cask-Book

Receipt

Expenditure

Month and	Head of item	Particulars of receipt	Serial No. of
and of receipts and from whom			
receipt or			
		received	
Challan			
1 2		3	

Amount	Total	Remittance to Bank		Month and
	Head and			
item of				
		No. and date	amount	date
			Charges	
	of Pay in slip			
5	6		7 8	

Particulars of Charges	No. of cheque	Serial no. of
	Amount	
Total		
and to whom		Disbursement
		Voucher
10	11	12 13

FORM NO. 3

[See Rule 5 (ii)]

Register of cheques (Bank draft)

Date of receipt	No. and date of the cheque	From whom received	On what account	Amount of cheque
1	2	3	4	
Initial of Officer	Date of encash. Initial of the Account Officer	Date of entry in cash-book	No. and date of receipt Account Officer	(Form 1) Issued
6	7	8	9	

FORM NO. 4

[See Rule 12 (a)]

Classified Abstract

Budget Item

Budget ProvisionB

April May June

Date	Amount	Date	Amount	V.No.	V.No.	V.No.

July August September

Date	Amount	Date	Amount	V.No.	V.No.	V.No.

October November December

Date	Amount	Date	Amount	V.No.	V.No.	V.No.

January February March

Date	Amount	Date	Amount	V.No.	V.No.	V.No.

Total

Transfer entries

Monthly total

Progressive total

FORM NO. 5

[See Rule 11]

Budget Estimate for the year 197 for Uttar Pradesh Labour Welfare funds

Approximate Estimates of Income and Expenditure

EstimateIncome

No. of Item	Head of Income Estimate	Actual of the past year	Estimate of current year	Actual for six months of current year	of year
			197(next year).		
1	2 6	3	4	5	
		Rs.	Rs. Rs.	Rs.	
1. By balance in hand at the close of the close of the last year					
2. Fines from or payable by the employees of establishment	..				
3. Unpaid accumulation transferred to fund under Section 6	..				
4. Amount transferred by the employers of esstt. under section 3 (3)	..				
5. Grant by the State Government	..				
6. Donation or contribution made to fund by any person					
7. Miscellaneous	..				
	Total ..				
1	2 6	3	4	5	
		Rs.	Rs. Rs.	Rs.	
8. Total income of year excluding opening balance, etc. ordinary and debt	..	..			

9. Sale proceed of Government securities and withdrawals from saving bank ..

10. Loans-

(i) From Government

(ii) Raised in open market

11. Realisation sinking fund for repayment of loans ..

12. Advances .. ..

13. Deposits .. ..

14. Total receipts including opening balance ..

Estimated expenditure

No. of Item	Head of Income	Actual of the past year	Estimate of current year	Actual for six months of current year	Estimate for next year year).
1	2	3	4	5	6
		Rs.	Rs.	Rs.	Rs.
1. *CentralAdministration*-					
(i) Pay of officers and office establishment ..					
(ii) Pension and gratuities ..					
(iii) Annuities ..					
(iv) Allowance of members of the Board ..					
(v) Payment of the Audit Fee ..					
1	2	3	4	5	6
		Rs.	Rs.	Rs.	Rs.
2. *Community and Social Education Centres including*					

Reading Rooms and Libraries- ..

(i) Establishment ..

(ii) other charges ..

3. *Public bath and washing places -*

(i) Establishment ..

(ii) Repair ..

(iii) Running and other charges ..

4- *Medical Relief and conva lucent Homes-*

(i) Charges on account of Medical Officers and other staff ..

(ii) Cost of medicines and other hospital and dispensary Charges ..

5. Education facilities for women and children and Education of adults-

(i) Aduily schools and other incidental Charges ..

(ii) Contribution to Institutiona

6. Games and sports -

(i) Cost of Game material and its maintenance ..

(ii) Refreshment charges ..

(iii)Other Miscellaneous charges ..

1	2	3	4	5
	6			
		Rs.	Rs.	Rs.
			Rs.	

7- *Excursion tours and Holiday Homes-*

(i) Establishment..

(ii) Buildings ..
(iii) Stores ..
(iv) Running Charges..
(v) Contributions ..

8- Entertainment and other Forms of recreation.

9- Home industries and subsidiary occupation for women and unemployed persons

10- Setting up consumers Multi-purposes, Co-operative societies ..

11- Corporate activities of Social nature ..

12- Facilities for preparation and processing of food Materials ..

13- Provision of housing facilities and their Improvements.

14-Other miscellaneous items ..

15- Grant for welfare of Labours :

(i) Toemployers ..
(ii) Local authority ..
(iii) Other Bodies ...

TOTAL EXPENDITURE

16-Extraordinary*anddebit*-

(i) Investment in Securities (other than of Sinking Funds.
(ii) InSaving Bank
(iii) Payment is Sinking funds

1	2	3	4
	5 6		
	Rs.	Rs.	Rs. Rs.
(iv) Advances ..			
(v) Deposits ..			

TOTAL DISBURSEMENT

BALANCE ..

*Deposit ..

Actual balance ..

TOTAL ..

GRAND TOTAL ..

* The amount outstanding on encased cheques at the close of the year should not be shown against deposits but note of such cheques should be made at the food of the statement.

Signature of Accounts Officer. Commissioner.

Labour Welfare

FORM NO. 6

(See Rule 9)

Register ofloansofthelabourWelfare fund,UttarPradesh

Date of receipt of loans	No. and Date of the order sanctioning it	Purpose for which loan was taken	Amount of loans
1	2	3	

Rate of interest	Number of Instalment in which repayable and whether yearly or half-yearly	Amount of each instalment	Initials of the Accounts Officer
5	6	7	

Payment			Balance (Principal)	Initials of	Remarks
Principal	Interest	Total	of each payment	Accounts Officer	
9	10	11 12	13		

FORM NO. 7

(See Rule 10)

Register of Investment

Serial No.	Date of investment for purchase of security or the date of deposit as the case may be	Particular of investment and in the case of Government security No. , date of paper	Amount	Rate of interst
1	2	3	4	
Initials of the Accounts Officer	Date of recovery of interest and adjustment in accounts	Amount of recovery very of interest and adjustment of accounts	Initial of the Accounts Officer	Remarks
6 7	8	9		

FORM NO. 8

(See Rule 7)

Register of unpaid Accumulation

Date of receipt of the unpaid accumulation	Name of the employer	Name of the Claimant	No.of receipt	Amount of unpaid Accumulation	Initials of Accounts Officer
1 2	3	4	5		

Date of publication of the notice

In the Notice Board	Inthe Uttar Pradesh	Daily News	Date of receipt Claim, if any
7	8	9	

Date of reference to the authority under section 15 of Payment of Wages Act	Date of orders of the Authority	Whether claims has been allowed or rejected	Date of Cheque No. Refund
11	12	13	14

Amount of refund of the claimant	Initials of Accounts Officer	Date of Appeal if any	Date of decision of the appeal	Whether appeal of rejected	Date allowed
16 17	18	19	20	21	

No. of Cheque	Amount refunded	Date of transfer to the fund if the appeal is rejected	Signature of Accounts Officer	Remarks
22	23	24	25	

ANNEXURES

APPENDIX 1

(See Rule 3)

Name of the concern.....

.

Address.....

.....

Details of payment of fines realized and unpaid accumulation paid to Labour Welfare Commissioner, Kanpur.

				Details of unpaid accumulation				Amount of realized	Total of Column 5 and 6
				Basic Wages	Over time	other Allowances	Bonus	D.A. and fines	
1	2	3	4	5				6	7

APPENDIXII

(See Rule 21)

Register ofWages

																	Amount deducted during the month
				Amount payable during the month													
							D.A. and Basic Wages		Over time		Other Allowances						
												other Allowances		Bonus		Fines	
1	2	3	4		5	6	7	8		9	10						
Amount payable during the month														Balance due to the employee			
							D.A. and Basic Wages		Over time		Other Allowances				D.A. and Basic Wages		Over time	Other Allowances	Bonus
11	12		13	14	15	16	17				18								

APPENDIX III

(See Rule 21)

Register of fines realized and unpaid accumulation of the year during

		Quarter ending 31st March	Quarter ending 30th June	Quarter ending 30th September	Quarter ending 31st December
1		2	3	4	5
1-	Total realizations under Fines				
2-	Total Amount becoming unpaid accumulations of :- ..	..			
	(i) Basic Wage ..				
	(ii) Over Time ..				
	(iii) Dearness allowances and other allowances ..				
	TOTAL OF (1) (2) ..				

English Translation of Shram Anubhag-3, Noti. No. 106/XXXVI-3-36 (Sa)-89 dated March 24, 1990, Published in the U.P. Gazette, Extra, Part-4,Section (kha),dated24th March, 1990,p.-2

In Exercise of the powers under subsection (1) of Section 9 of Uttar Pradesh Labour Welfare Fund Act. 1965 (U.P.) Act. No. 14 of 1965) read with Section 21 of U.P. General Clause Act, 1904 (Act. No. 1 of 1904) and in suppression of all previsious Government notification issued in this behalf, the Government is please ot appoint the offers mentioned below as Inpesctors for the whole of Uttar Pradesh for the purposes of the Said Act :-

1- All regional Additional/Deputy Labour Commissioners.

2- All Assistant Labour Commissioners.

3- All Assistant Director of Factories.

4- All Assistant Welfare Officers.

5- All Labour Enforcement Officers.

6- All Welfare Inspectors.

English Translation of Shram Anubhag-3, Noti. No. 3460/XXXVI-3-51 (Sa)-89 dated July 25, 1990, Published in the U.P. Gazette, Extra, Part-4, Section (kha),datedJuly 25, 1990,p.-2

In Exercise of the powers under subsection (3) of Section 8 of the Uttar Pradesh Labour Welfare Fund Act. 1965 (U.P. Act. No. XVI of 1965) the Government is please ot appoint all the Additional Labour Commissioners and Deputy Labour

Commissioner Uttar Pradesh as ex officio Additional Labour Welfare Commissioners and Deputy Labour Welfare Commissioners Uttar Pradesh, respectively for the purposes of the Said Act.