

THE PAYMENT OF WAGES ACT, 1936
FORM IV- ANNUAL RETURNS
WAGES AND DEDUCTIONS FROM WAGES

Return for the year ending 31st December

1. (a) Name of the Factory or Establishment
Address
- (b) Industry
2. Number of days worked during the year
3. (a) Number * of mandays worked during the year

		Persons earning less than Rs. 10000 per month
Adults	.....	.....
Children	.....	.....
	Total	.....

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

		Persons earning less than Rs. 10000 per month
Adults	.....	.....
Children	.....	.....
	Total	.....

(C) Gross amount paid as remuneration to persons getting less than Rs. 10000 per month including deductions under Section 7 (2) of which the amount due to profit sharing bonus is and that due to money value of concession * * * is

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

- | | | |
|---|-------|--|
| | | Persons earning less than
Rs. 10000 per month |
| (a) Basic wage including overtime wages and non-profit sharing bonus. | | |
| (b) Dearness and other allowance in Cash. | | |
| (c) Arrears of pay in respect of previous year paid during the year. | | |
| | Total | ..... |

5. Deductions - Number of cases and amount realized

		Persons earning less than Rs. 10000 per month	
		Number of cases	Amount realised (Rs.)
(a) Fines
(b) Deduction for damages or loss
(c) Deductions for breach of contract
Total	

6. Fines Fund

- (i) Balance of fines in hand at the beginning of the year Rs.
- (ii) Disbursement from fines fund :

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

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

Signature

Designation

Dated

* "Number of Mandays" 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 attendance during the year by the number of working days
 *** 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 supplies of essential commodities given free or at concessional rates.

NOTE - THIS RETURNS SHOULD BE SENT TO THE PRESCRIBED AUTHORITY BY 15TH FEBRUARY OF SUCCEEDING YEAR