

**THE PAYMENT OF WAGES ACT, 1936**

**FORM IV- ANNUAL RETURNS**

**WAGES AND DEDUCTIONS FROM WAGES**

Return for the year ending 31<sup>st</sup> 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 .....

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			Persons earning less than Rs. 24000 per month
Adults	.....	.....	
Children	.....	.....	
		Total	_____

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

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			Persons earning less than Rs. 24000 per month
Adults	.....	.....	
Children	.....	.....	
		Total	_____

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(C) Gross amount paid as remuneration to persons getting less than Rs. 24000 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.

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			Persons earning less than Rs. 24000 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	_____

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**5. Deductions - Number of cases and amount realized**

		Persons earning less than Rs. 24000 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. ....
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Signature .....

Designation .....

Dated .....

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

\*\* Please see foot-note at page 3

\*\*\* 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 15<sup>TH</sup> FEBRUARY OF SUCCEEDING YEAR**