

section (1) of action 8, acts and omissions in respect of which fines may be imposed and under sub-section (8) of section 8, the purpose on which the proceeds of fines shall be expended.

10. APPLICATION IN RESPECT OF FINES:

Every employer requiring the power to impose fines in respect of any acts and omissions on the part of employed persons shall send to the Chief Inspector of Factories or any other officer appointed by the Government:-

- (a) a list, in English in duplicate, clearly defining such acts and omission;
- (b) In cases where the employer himself does not intend to be the sole person empowered to impose fines, a list, in duplicate, showing those appointments in his factory of which the incumbents may pass orders imposing fines and the class of establishment on which the incumbent of each such appointment may impose fines.

11. APPROVAL OF LIST OF ACTS AND OMISSIONS:

The authority appointed under rule 9 on receipt of the list prescribed in clause (a) of the proceeding rule may, after such enquiry as he considers necessary, pass orders either:-

- (a) disproving the list;
- (b) approving the list either in its original form or as amended by him in which case such list shall be considered to be an approved list;

Provided that no order disproving or amending, any such list shall be passed unless the employer shall have been given an opportunity of showing cause orally or in writing why the list as submitted by him should be approved.

12. POSTING OF LIST:

The employer shall display at or near the main entrance of the factory or in industrial establishment, a copy in English, together with a literal translation thereof, in the language of the majority of the persons employed therein, of the list approved under rule 11.

13. PERSONS AUTHORISED TO IMPOSE FINES:

No fine may be imposed by any person other than an employer, or a person holding an appointment named in a list submitted under rule 10.

14. PROCEDURE IN IMPOSING FINES AND DEDUCTION:

Any person desiring to impose a fine on an employed person or make deduction, for damage or loss shall explain, personally to the said person the act or omission, or damage or loss, in respect of which the fine, or deduction is proposed to be imposed and the amount of the fine or deduction, which it is proposed to impose, and shall hear his explanation in the presence of at least one other person.