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Dated 16/10/08

No. of Pages 5

**INDIAN COUNCIL OF AGRICULTURAL RESEARCH  
KRISHI BHAVAN: NEW DELHI**

F.No. 9(7)/97-Cdn. (A&amp;A)

Dated the 14<sup>th</sup> October, 2008  
15<sup>th</sup>

**ENDORSEMENT**

The Ministry of Finance, Department of Expenditure has raised the ceiling for grant of Non-Productivity Linked Bonus (Ad-hoc) Bonus to Central Government Employees from Rs.2500/- to Rs.3500/- w.e.f. 1.4.2006 for the accounting years 2006-07 and 2007-2008 and its Extension to Autonomous Bodies vide its O.M. NOs. 7(23)/E.III-A/2007, 7/24/2007-E.III (A) dated the 10<sup>th</sup> October, 2008 and O.M. No. 7/22/2007/E. III-A dated the 13<sup>th</sup> October, 2008 respectively. As approved by the Competent Authority, the OM's have been downloaded and posted on the ICAR Web-Site [www.icar.org.in](http://www.icar.org.in) for information, guidance and necessary action. The OM's can also be viewed or down loaded, if necessary, from the Web-Site [www.finmin.nic.in](http://www.finmin.nic.in) of Ministry of Finance, Department of Expenditure.

(Rashmi R. Rao)  
Deputy Director (Fin.)

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No.7(23)/E.III-A/2007  
Government of India  
Ministry of Finance  
Department of Expenditure

New Delhi, the 10<sup>th</sup> October, 2008.

OFFICE MEMORANDUM

Subject:- Grant of PLB and Ad-hoc Bonus to Central Government employees – revision of calculation ceiling.

Consequent upon recent amendment to Section 2 (13) and Section 12 of the Payment of Bonus Act, 1965 enhancing the calculation ceiling effective from 1.4.2006, the question of extending similar benefit to the Central Government employees has been under consideration of the Government. The President is now pleased to decide that the calculation ceiling for payment of Productivity Linked Bonus (PLB) and Ad-hoc Bonus to all eligible Central Government employees shall be as follows w.e.f. 1.4.2006 i.e. from the year 2006-07 onwards:-

	<u>Calculation ceiling</u>	
	Existing	Revised
	(emoluments per month)	
PLB in Railways	Rs.2500/-	Rs.3500/-
PLB in other Deptts/Organizations	Rs.2500/-	Rs.3500/-
Ad-hoc bonus for employees not covered by any PLB	Rs.2500/-	Rs.3500/-

2. In so far as the persons serving in the Indian Audit and Accounts Departments are concerned, these orders are issued in consultation with the Comptroller & Auditor General of India.

3. Hindi version of this Office Memorandum shall follow.



(Madhulika P. Sukul)

Joint Secretary to the Government of India

To

All Ministries/Departments of the Government of India as per standard distribution list etc.

No.7/24/2007-E.III (A)  
Government of India  
Ministry of Finance  
Department of Expenditure

New Delhi, the 10<sup>th</sup> October, 2008.

OFFICE MEMORANDUM

Subject:- Grant of Non-Productivity Linked Bonus (Ad-hoc Bonus) to Central Government employees for the years 2006-07 and 2007-08.

In partial modification of this Department's O.M. of even numbers dated 11.9.2007 and 5.9.2008, the undersigned is directed to convey the sanction of the President to the grant of Non-Productivity Linked Bonus (Ad-hoc Bonus) equivalent to 30 days emoluments for the accounting years 2006-07 and 2007-08 to the Central Government employees in Group 'C' and 'D' and all non-gazetted employees in Group 'B', who are not covered by any Productivity Linked Bonus Scheme. **The calculation ceiling has been raised from Rs.2500/- to Rs.3500/- w.e.f. 1.4.2006 vide Department of Expenditure's O.M. No. 7(23)/E.III(A)/07 dated 10.10.2008.** The payment will also be admissible to the Central Police and Para-military Personnel and Personnel of Armed Forces. The orders will be deemed to be extended to the employees of Union Territory Administration which follow the Central Government pattern of emoluments and are not covered by any other bonus or ex-gratia scheme.

2. The benefit will be admissible subject to the following terms and conditions:-

2.1 The quantum of Non-PLB (ad-hoc bonus) will be worked out on the basis of average emoluments/calculation ceiling whichever is lower. To calculate Non-PLB (Ad-hoc bonus) for one day, the average emoluments in a year will be divided by 30.4 (average number of days in a month). This will thereafter be multiplied by the number of days of bonus granted. To illustrate, taking the calculation ceiling of Rs.3500/- (where actual average emoluments exceed Rs.3500/-), Non-PLB (Ad-hoc Bonus) for thirty days would work out to  $\text{Rs.3500} \times 30/30.4 = \text{Rs.3453.95}$  (rounded off to Rs.3454).

2.2 All payments under these orders will be rounded off to the nearest rupee.

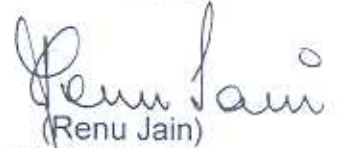
2.3 The clarificatory orders issued vide this Ministry's OM No.F.14(10)-E-Coord/88 dated 4.10.1988, as amended from time to time, would hold good.

All other terms and conditions as spelt out in OMs of even numbers dated 11.9.2007 and 5.9.2008 remain unchanged.

3. The expenditure on this account will be debitable to the respective Heads to which the pay and allowances of these employees are debited.

P.T.O.

4. In so far as the persons serving in the Indian Audit and Accounts Department are concerned, these orders are issued in consultation with the Comptroller and Auditor General of India.



(Renu Jain)  
Deputy Secretary to the Govt. of India  
Tel. No. 23093276

To

All Ministries and Departments of the Government of India as per standard list etc.

Copy (with usual no. of spare copies) forwarded to C&AG, UPSC etc. as per standard list.

No.7/22/2007-E.III-A  
Government of India  
Ministry of Finance  
Department of Expenditure

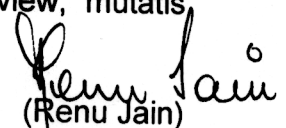
New Delhi, the 13<sup>th</sup> October, 2008.

OFFICE MEMORANDUM

Subject:- Grant of Non-Productivity Linked Bonus. (Ad-hoc Bonus) to Central Government employees for the years 2006-07 and 2007-08 – Extension of orders to Autonomous Bodies.

In partial modification of Department of Expenditure's O.M. No.7/25/E.III(A)/2007 dated 21.9.2007 and O.M. of even number dated 5.9.2008, orders have been issued vide this Ministry's Office Memorandum No. 7/24/2007-E.III-A dated 10<sup>th</sup> October, 2008 authorizing 30 days emoluments as Non-PLB (ad-hoc bonus) for the accounting years 2006-07 and 2007-08 to the Central Government employees not covered by the Productivity Linked Bonus Schemes. **Vide the said orders of 10<sup>th</sup> October, 2008, the calculation ceiling has been raised from Rs.2500/- p.m. to Rs.3500/- p.m. w.e.f. 1.4.2006.** The undersigned is directed to say that it has now been decided that the Non-PLB (ad-hoc) bonus so admissible subject to the terms and conditions laid down in the aforesaid orders, may be extended to the employees of autonomous bodies, partly or fully funded by the Central Government which – (i) follow the pattern of emoluments identical to that of the Central Government and (ii) do not have any bonus or ex-gratia or incentive scheme in operation.

2. In case of doubt as to the operation of these orders the clarificatory orders, circulated vide this Ministry's O.M. No.14(10)E.Coord/88 dated 4.10.88, as amended from time to time, may be kept in view, mutatis mutandis.

  
(Renu Jain)

Deputy Secretary to the Govt. of India  
Tel. No. 23093276

To

All Ministries and Departments of the Government of India (as per standard distribution list)