



HEADQUARTERS  
**EMPLOYEES' STATE INSURANCE CORPORATION**  
**PANCHDEEP BHAWAN : KOTLA ROAD : NEW DELHI.**

No.G-31/11/1/2005 – E.III

Dated: 29-09-2008.

**MEMORANDUM**

**Sub: Productivity Linked Bonus for the employees of ESI Corporation – 2007-08-sanction regarding.**

The Director General has been pleased to sanction Productivity Linked Bonus equal to 60 (Sixty) days' wages to the employees of the Corporation for the year 2007-08 as worked out on the basis of the existing scheme of Productivity Linked Bonus. Other terms and conditions of the grant of PLB are appended.

Payment of proportionate bonus to adhoc employees and those who superannuated or retired on invalidation on medical grounds or died while in service before the last working day of February of the relevant year will be governed by the instruction issued by this office Memo. No. G-31/11/1/86-E.III dated 02-03-1988, V-37/11/1/81 – E.III dated 22-02-1988 and G-31/11/1/88 – E.III dated 10-07-1989.

**In so far as the State Govt. employees on deputation in the ESIC Model Hospitals are concerned, orders will be issued separately/shortly on the receipt of No Objection Certificate from the concerned State Government for payment of P.L.B. for 2007-08.**

The Drawing and Disbursing Officer of the respective Regional Office/Sub-Regional Office may draw the PLB in respect of staff working in outstation Branch Offices also for presentation to J.D.(F)/D.D.(F) concerned.

The Joint Director (Fin.)/Dy. Director (Fin.) will honor the bills submitted by the DDO and pay the proceeds under the existing procedure (i.e. through ECS etc.) in the respective Regions/Sub-Regions.

The amount of bonus paid to the eligible employees with the number of such employees for the year 2007-08 may be intimated in due course.

Hindi version will follow.

  
**( S. K. SHAH )**  
**JT. DIRECTOR – III**

All Regional Directors/Director, Sub-Regional Office, Pune/All Jt. Directors I/c, SROs/D(M)D/Medical Supdts. All ESIC Model Hospitals, ESIC Hospitals, Basaidarapur/ Okhla/Jhilmil/Rohini/Noida/K.K. Nagar,(Chennai)/Joka(West Bengal)/National Training Academy/ Jt. Director-V, (Hqrs. Office.

Copy to:

1. All Dy. Director (Finance), Jt. Director(Fin.)/ Joint Director-MSU, J.Ds(V)/Jt. Directors(DE)/DMCs/SMCs/SSMCs.
2. Cash Branch, Hqrs. Office/Fin. & A/cs. Branch III/VII, Hqrs. Office.
3. Estt. Branch II/Estt. Branch VI, Hqrs. Office.
4. Secretary General, All India ESIC Employees' Federation, New Delhi.
5. Secretary General, All India ESIC Officers' Federation, New Delhi.
6. Guard File/Spare copies.

Rama/Poonam Letter

## **APPENDIX**

### **Terms and conditions for payment of Productivity Linked Bonus to the employees of the Employees' State Insurance Corporation-2007-08**

1. *All regular employees of Group 'C' & 'D' whether temporary or permanent shall be eligible for Productivity Linked Bonus provided they were in service for the whole year, without any break and also on the last day in February of the relevant financial year. Casual/contract/extra departmental employees shall not be eligible for any Bonus.*
2. *The employees who were in service for less than one year during the relevant financial year shall be allowed PLB on proportionate basis, provided they were in service for at least six months during the financial year and also on the last working day in February of that year.*
3. *The employees drawing monthly wages of more than Rs. 2500/- shall be entitled to PLB at the rate admissible to those drawing wages of Rs. 2500/- per month.*
4. *The employees who happen to be on extraordinary or half pay leave during the month of February will be paid PLB based on the pay and allowances that would have been payable but for their being on EOL, HPL etc.*
5. *The term "wages" for the purpose of PLB will include basic pay, Dearness Pay, deputation(duty) allowances, Personal Pay, Special pay, dearness allowances etc. but will not include other allowances such as HRA and CCA, Children education allowance, remote locality allowance, bad climate allowance, etc. and interim reliefs.*