

MANAGEMENT SERVICE UNIT

Sub: Productivity Linked Bonus Scheme for the employees of the ESI Corporation grant of Bonus for the year 2008-09-regarding.

Estt. Branch-III is informed that the Productivity Linked Bonus in the Productivity Linked Bonus Scheme for the year 2009 payable to the employees of the Corporation has been worked for 139 days, on the basis of datas submitted by the various regions. The Ministry of Labour & Employment vide letter No. A-26022/01/2005-SS-I dated 15.9.09 has allowed the PLB for a period of maximum 60 days to the eligible employees as recommended by the National Productivity Council. The terms & conditions for making the payment are given below:-

1. 30 days bonus will be payable on the Total Productivity Index of 100. No Bonus shall be payable if the TPI falls below 90.
2. As recommended by the National Productivity Council, maximum bonus payable will be restricted to 60 days.
3. Bonus shall be paid subject to the eligibility wage-ceiling for PLB and as per other terms and conditions as may be prescribed by the Government from time to time.

Accordingly, the Director General, ESI Corporation in consultation with Finance Division of the Corporation has accorded his approval for making the payment of Bonus for 60 days. Estt. Branch-III is requested to take immediate steps for making the payment to Group C & D employees.


This may be treated as MOST URGENT.


(RAVINDER SINGH)
DY. DIRECTOR (MSU)

A.C. (P&A) (E.III), Hqrs. Office

U.O. Note No. G-31/11/3/2009-MSU

Dated: 16.9.09

 Copy to System Division, Hqrs. Office, to upload this order on the website of the ESI Corporation.


DY. DIRECTOR (MSU)



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

No.G-31/11/1/2005 – E.III

Dated: 17-09-2009.

MEMORANDUM

Sub : Productivity Linked Bonus for the employees of ESI Corporation – 2008-09- 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 2008-09 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, No.V-37/11/1/81 – E.III dated 22-02-1988 and No.G-31/11/1/88 – E.III dated 10-07-1989.

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 honour 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 may be paid to the eligible employees by 30.09.2009 under intimation to this office. The number of such employees who have been paid bonus may also be intimated.

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 Hospitals/Model Hospitals/ A.C. (NTA)/ Jt. Director-V, (Hqrs. Office).

Copy to :

1. All Dy. Director (Finance), Jt. Director(Fin.)/ Joint Director-MSU/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. Director (System) with the request to upload this Memo in the website of ESIC

Terms and conditions for payment of Productivity Linked Bonus to the employees of the Employees' State Insurance Corporation-2008-09

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 atleast 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.3500/- shall be entitled to PLB at the rate admissible to those drawing wages of Rs. 3500/- 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.*