



# सरकारी कर्मचारी राष्ट्रीय परिसंघ Govt. Employees National Confederation (AFFILIATED TO B.M.S.)

CENTRAL OFFICE : RAM NARESH BHAVAN, TILAK GALI, PAHAR GANJ, NEW DELHI - 110055

No. GENC/FM/BONUS/193(8/2/L)

Date: 25/09/2021

SUB OFFICE :  
2-A, NAVEEN MARKET  
KANPUR-208 001

To,

**Mrs. Nirmala Sitharaman ji,**  
Hon'ble Finance Minister,  
North Block,  
New Delhi-110001.

## Sub: Payment of Productivity Linked Bonus (PLB) for 2020-21.

Respected Madam,

Central Government employees are paid the Productivity Linked Bonus (PLB) prior to the festive season of Dussehra every year.

2. Madam, I would like to draw your kind attention towards the ceiling of monthly emoluments for calculation of PLB/Ad-hoc Bonus. GENC has been demanding for enhancing this ceiling.

3. The Ministry of Finance vide it's OM No. 7/4/2014-E-III A dated 29.08.2016, issued orders for enhancing the ceiling of monthly emoluments from Rs.3500/- to Rs.7000/- for calculation of PLB/Ad-hoc Bonus w.e.f the financial year 2014-15. In this regard, I would like to draw your kind attention towards the Secretary to Govt. of India/Ministry of Labour & Employment's DO No.51040/4/2015-IR(PG) dated 28<sup>th</sup> August, 2015 (copy enclosed), addressed to the General Secretary/BMS, whereby it was stated that "**...The Government is considering to revised calculation ceiling from the present level of Rs.3,500/- per month to Rs.7,000/- or the minimum wages for the scheduled employment as fixed by the appropriate Government, whichever is higher**". As per latest guidelines issued by the Ministry of Labour & Employment, the Minimum Wage for a Skilled worker is Rs.20,384/- (in 'A' Area). Also, after implementation of 7<sup>th</sup> Central Pay Commission, the minimum basic pay of a Central Government Employee is Rs.18,000/-. Under these circumstances, the monthly ceiling of Rs.7,000/- for calculation of PLB/Ad-hoc Bonus, is not justified at all and hence needs to be enhanced.

4. Hence, in view of above, I request you to consider revising the calculation ceiling of monthly emolument from Rs.7000/- to the minimum wages, in consultation with the Ministry of Labour & Employment, as per assurance made vide it's DO letter dated 28<sup>th</sup> August, 2015.

With regards,

Yours Truly

**(SADHU SINGH)**

Secretary General

Member, National Council (Staff-Side) JCM  
(Mob. 9415726924)

### Copy to:

1. Shri Bhupender Yadav ji,  
Hon'ble Minister for Labour & Employment,  
Government of India, Shram Shakti Bhawan,  
New Delhi.
2. The General Secretary,  
Bhartiya Mazdoor Sangh,  
27, Pt. Deen Dayal Upadhyaya Marg,  
New Delhi-110002

शंकर अग्रवाल, आई०ए०एस०  
भारत सरकार के सचिव  
SHANKAR AGGARWAL, I.A.S.  
Secretary to Govt. of India



MINISTRY OF LABOUR & EMPLOYMENT  
SHRAM SHAKTI BHAVAN  
NEW DELHI - 110001

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D.O. No.51040/4/2015-IR(PG)

28<sup>th</sup> August, 2015

Dear Shri Upadhyay,

Kindly refer to our discussion regarding the calculation ceiling for bonus. The Government is considering to revise calculation ceiling from the present level of Rs.3,500 per month to Rs.7,000 per month or the minimum wages for the scheduled employment as fixed by the appropriate Government, **whichever is higher**. Minimum wages have not been fixed as yet, however, the minimum wages will be fixed at a level which is respectable.

2. Under these circumstances, on an average the calculation ceiling for the purposes of bonus would be Rs.10,000 per month.

With regards,

Yours sincerely,

  
(Shankar Aggarwal)

Shri Virjesh Upadhyay  
General Secretary,  
Bhartiya Mazdoor Sangh  
27, Deendayal Upadhyay Marg,  
Rouse Avenue, New Delhi-2