



ABSTRACT

State Public Sector Undertakings – Sanction of Bonus & Ex-gratia to the employees of State Public Sector Undertakings for the year 2015-16 payable during 2016-17 – orders issued.

Finance (BPE) Department

G.O.Ms.No.265

Dated: 28.09.2016

Thunmugi, Puratasi – 12
Thiruvalluvar Aandu 2047.

ORDER:

The Government issue the following orders for the payment of Bonus and Ex-gratia for the year 2015-16 payable during 2016-17 to the workers and employees of State Public Sector Undertakings:-

- (i) All workers and employees of State Public Sector Undertakings who are drawing a Grade pay of Rs. 4300 in the scale of pay of Rs.9300-34800 and below (Rs.5300-150-8300 and below in the pre-revised scale of pay) i.e., those who are in the C & D Groups, irrespective of their eligibility, be paid a minimum Bonus of 8.33% and Ex-gratia of 1.67% before 30.9.2016 to claim it as an eligible expenditure under Income Tax Act, 1961 subject to the salary ceiling of Rs.7000/- for the purpose of determination of Bonus for the year 2015-16 and in relaxation of the eligibility salary ceiling of Rs.21,000/- as per the Payment of Bonus Act, 1965 and Payment of Bonus (Amendment) Act, 2015.
- (ii) Those State Public Sector Undertakings, which can pay Bonus over and above the statutory minimum Bonus, based on allocable surplus calculated as per the Payment of Bonus Act, 1965, may pay higher bonus upto 20% before 30.9.2016 to claim it as an eligible expenditure under Income Tax Act, 1961 subject to the salary ceiling of Rs.7000/- for the purpose of determination of Bonus for the year 2015-16 to the workers and to the employees in the C & D Groups and in relaxation of the eligibility salary ceiling of Rs.21,000/- as per the Payment of Bonus Act, 1965 and Payment of Bonus(Amendment) Act, 2015. In case, the Bonus payable based on allocable surplus is less than 10%, Bonus and Ex-gratia together not exceeding 10% shall be paid.
- (iii) In the case of employees falling under the above salary limit, who worked for part of the year 2015-16, the Bonus & Ex-gratia may be paid proportionately.
- (iv) In respect of the workers / employees of State Transport Undertakings, Tamil Nadu Generation and Distribution Corporation(erstwhile TNEB), Tamil Nadu Co-operative Milk Producers' Federation, Tamil Nadu Civil Supplies Corporation, Poompuhar Shipping Corporation and Plantation workers of Tamil Nadu Tea Plantation Corporation Limited, Arasu Rubber Corporation

and Tamil Nadu Forest Plantation Corporation Limited, the Administrative Departments concerned of the Secretariat will issue orders separately on the same pattern as has been done during the previous year.

- (v) In respect of the employees under A and B Groups, appropriate action would be taken to issue separate orders for payment of Special Adhoc Bonus / Ex-gratia based on the orders, if any, issued for Government employees during Pongal Festival 2017.

(BY ORDER OF THE GOVERNOR)

K.SHANMUGAM
ADDITIONAL CHIEF SECRETARY TO GOVERNMENT

To
The Chief Executive Officers of all State Public Sector Undertakings

Copy to:
All Departments of Secretariat (Except Law and Legislative Assembly)
PS to the Additional Chief Secretary to Government, Finance Department
PS to the Secretary to Government (Expenditure), Finance Department
The Accountant General, Chennai – 6
The Accountant General, Chennai – 18
All Finance Directors.
S/F, Spare.

//Forwarded by order//

Premajyal. N
Assistant Director
28.9.16