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GOVERNMENT OF INDIA
MINISTRY OF DEFENCE

OFFICE OF THE PRINCIPAL CONTROLLER OF ACCOUNTS (FYS)

PAY TECH SECTION

10-A, S.K. BOSE ROAD, KOLKATA: 700001

E-mail ID : cda-cal@nic.in

Website : www.pcafys.nic.in

Phone No : (033) 2248-5077 to 5080 Extn-593

FAX No. : (033) 2248-0991

Pay/Tech-I/05/Bonus/Cir-06

Dated : 16/10/2018

(All CFAs)

Subject: Payment of Productivity Linked Bonus (PLB) to Civilian Employees of Defence Production Establishments for the year 2017-18.

A copy of the Govt. of India, Min of Defence (Deptt of Defence Production) No. 10(1)2018/D(Estt/NG) dated 15.10.2018 on the above subject received under OFB letter bearing No. 873/PLB/2017-18/Per/Policy dated 15/10/2018 is forwarded herewith for information and necessary action, please. It is also requested to circulate the same to all AOs under your jurisdiction, please.

Encls : As above

Copy to :

The Secretary, OFB

Dy. Controller of Accounts (Fys)

- for information and necessary action pl.

Internal

O I/C Pay Section, AN Pay, Pay 'O', AN-III - For information and necessary action pl.

O I/C WDC, PCA (Fys), Kol

- For uploading the content in our official website.

Sr. Accounts Officer (Fys)

No.10(1)/2018-D(Estt/NG)
Government of India,
Ministry of Defence,
(Deptt. Of Defence Production)
New Delhi

Dated: the 15th Oct, 2018.

To
The Chairman,
Ordnance Factory Board,
10A, S. K. Bose Road,
Kolkata-700 001.

The Controller General of Defence Accounts,
New Delhi.

The Director General of Quality Assurance,
New Delhi.

The Director General of Aeronautical Quality Assurance,
New Delhi.

Subject : Payment of Productivity Linked Bonus to Civilian Employees of Defence
Production Establishments for the year 2017-18.

Madam / Sir,

I am directed to refer to this Ministry's letter No.48(4)/98/D(B&C) dated 27th July,2000 on the above subject and to convey the sanction of the President to payment of Productivity Linked Bonus for the year 2017-18 equivalent to 40 days wages to the eligible employees in Defence Production Establishments as mentioned therein with an overall ceiling of wages of Rs.7000/- per month. PLB is to be calculated taking average number of days per month as 30.4 days.

02. The casual labour who has worked for at least 240 days, in each year, for 03 years or more, will be eligible for this PLB payment. The amount will be paid on a notional monthly wages of Rs.1200/-. In case where the actual emoluments fall below Rs.1200/- per month, the amount will be calculated on actual monthly emoluments. All payments under these orders will be rounded off to the nearest rupee.

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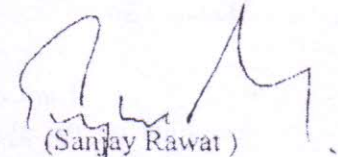
03. The above sanction is subject to the following condition:-

- (a) OFB will submit a monthly status report on the progress achieved to review the formula for calculation of PLB which otherwise would have been reviewed after three years from implementation i.e. from the accounting year 1999-2000.
- (b) GMs of each of the respective factories should submit the Certificate regarding standard man-hours for jobs whenever there is a change in production processes or when new labour saving machines are introduced, incorporating the following details :-
- (i) Standard Man Hours before the installation of CNC Machines.
 - (ii) Standard Man Hours after the installation of CNC Machines.
 - (iii) Difference between the above two leading to savings in Standard Man Hours.

In the event of more than one CNC Machine being installed on two different occasions, each time figures are to be updated for additional subsequent addition of CNC Machine.

04. The expenditure will be debited to **Major Head 2079 of the Defence Service Estimates (Ordnance Factories)** and to the respective Heads to which the pay and allowances of employees of allied establishments are debited.



05. This issues with the concurrence of Ministry of Finance and MoD (Finance Division) vide their Dy. No. 361 dated 15.10.2018.



(Sanjay Rawat)

Under Secretary to the Govt. of India
(संजय रावत/SANJAY RAWAT)
अपर सचिव/Under Secretary
रक्षा मंत्रालय, नई दिल्ली
Ministry of Defence, New Delhi

IMMEDIATE/PLB MATTER

 Government of India Ministry of Defence Ordnance Factory Board Ayudh Bhavan 10-A, Shaheed Khudiram Bose Road Kolkata-700 001	 OFB
FAX:(033) 22101667	
No. 873/PLB/2017-18/Per/Policy	Dated : 15/10/2018

To
 Sr. General Managers/General Managers/Heads of Unit.
 All Ordnance Factories/Units



Sub : Sanction for payment of Productivity Linked Bonus (PLB) to Civilian employees of Defence Establishment for the year 2017-18

Ref : MoD letter No. 10(1)/2018/D(Estt/NG) dated 15/10/2018.

Ministry of Defence has forwarded the order for payment of Productivity Linked Bonus (PLB) for the year 2017-18 vide letter under reference (copy enclosed/attached). Accordingly PLB equivalent to 40 (forty) days wages is payable to the Civilian employees belonging to the Group 'D', 'C' & 'B' (Non-Gazetted) in Defence Production establishments with the overall ceiling of emoluments as Rs.7000/ (Seven thousand only) per month. PLB may be calculated taking average number of days per month as 30.4 days.

02. The expenditure will be debited to **Major Head 2079 of the Defence Service Estimates (Ordnance factories)** and to the respective heads to which the Pay and Allowances of employees of Allied Establishments are debited.

03. Information on amount claimed and passed by Accounts for number of employees, amount undisbursed and number of employees yet to receive PLB payment for the year 2017-18 may be furnished duly vetted by LAO as per the given table.

04. Information as per table (1, 2, 3 & 4) furnished below requires to be forwarded after thorough checking at the factory level and duly vetted by LAO latest by 30th November, 2018.

TABLE 1 (AMOUNT CLAIMED AND PASSED BY ACCOUNTS)

Year- 2017-18	GROUP-B (Non-Gazetted)		GROUP- C		GROUP- D	
	PLB claimed for No. of employees	Amount Passed (in Rs)	PLB claimed for No. of employees	Amount Passed (in Rs)	PLB claimed for No. of employees	Amount Passed (in Rs)
FACTORY						
DAD						

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TABLE 2 (AMOUNT PASSED AND DISBURSED – FULL PLB)

Year 2017-18	GROUP-B (Non-Gazetted)		GROUP- C		GROUP- D	
	PLB claimed for No. of employees	Amount Passed (in Rs)	PLB claimed for No. of employees	Amount Passed (in Rs)	PLB claimed for No. of employees	Amount Passed (in Rs)
FACTORY						
DAD						

TABLE 3 (AMOUNT PASSED AND DISBURSED- PART/PROPORTIONATE PLB)

Year 2017-18	GROUP-B (Non-Gazetted)		GROUP- C		GROUP- D	
	PLB claimed for No. of employees	Amount Passed (in Rs)	PLB claimed for No. of employees	Amount Passed (in Rs)	PLB claimed for No. of employees	Amount Passed (in Rs)
FACTORY						
DAD						

TABLE 4 (AMOUNT PASSED AND YET TO BE DISBURSED- FULL & PART FOR FACTORIES)

Year 2017-18	GROUP-B (Non-Gazetted)		GROUP- C		GROUP- D	
	PLB claimed for No. of employees	Amount Passed (in Rs)	PLB claimed for No. of employees	Amount Passed (in Rs)	PLB claimed for No. of employees	Amount Passed (in Rs)
FULL PLB						
PART PLB						

Niraj Kela
(Niraj Kela)

Dy. Director General/IR
For Director General Ordnance Factories

Copy to :

All Members/OFB
Secretary/OFB
DDG/HQrs
Director/IR
PPS to Chairman
✓ O/o PCA (Fys), Kolkata (Section ; Pay/Tech)
All JCM-III Staff side Members