GOVERNMENT OF RAJASTHAN
State Enterprises Department

No.F.2(23)BPE/Bonus/07/797

Dated: July 02, 2008

To,

Chief Executives of All State Public Sector Undertakings

SUBJECT: Guidelines for grant of Bonus / Ex-Gratia / Gifts to the employees of all State Public Sector Undertakings.

Dear Madam / Sir,

I am directed to convey the following guidelines for granting Bonus / Ex-Gratia and Gifts to the employees of all State Public Sector Undertakings:

(i) In all cases where payment of bonus is mandatory under the provisions of the Payment of Bonus Act, 1965, bonus shall be paid strictly in accordance with the provisions of the Payment of Bonus Act, 1965. In such cases it shall not be necessary to make any reference to the State Government.

(ii) In the case of those PSUs / Boards / Corporations to which the Payment of Bonus Act, 1965 is not applicable but who have been paying bonus / ex-gratia in the past, bonus / ex-gratia may be paid at rates not exceeding the rate at which bonus / ex-gratia is payable under the orders issued by the State Government for payment of non-productivity linked bonus to its employees. In such cases bonus / ex-gratia shall be payable strictly in accordance with the principles on which bonus / ex-gratia is paid by the State Government.

(iii) In some PSUs / Boards / Corporations there has been a practice of granting ex-gratia to the officials who are not entitled to payment of bonus as per the provisions of the Payment of Bonus Act, 1965. Such PSUs / Boards / Corporations are hereby permitted to grant ex-gratia not exceeding 8.33%, or the percentage of bonus declared by such organizations, whichever is lower.
(iv) In some PSUs / Boards / Corporations there has been a practice of granting gifts to their officials. In future, the granting of gifts shall be restricted to a maximum amount of Rs. 500/- per annum. Such gifts may be given by only those PSUs / Boards / Corporations which meet the following two conditions

(a) there has been a practice in the Organisation of granting gifts; and

(b) the Organization had earned profits in the previous year.

(v) For granting gifts on special occasions like completion of 25 or 50 years of the organisation, the PSUs / Boards / Corporations shall send their proposals to the State Government for obtaining the prior approval of the competent authority under RAPSAR Act.

Before giving effect to the above-mentioned guidelines, these guidelines shall have to be adopted / approved by the Board of Directors of the concerned PSU / Board / Corporation.

Any deviation / exception to the above guidelines shall be treated as a violation of the RAPSAR Act, 1999.

Yours faithfully,

[Signature]

(Ashok Sampatram)
Principal Secy. to Government

Copy forwarded to the following for information and necessary action:
1. Principal Secretary to Chief Minister, Government of Rajasthan, Jaipur.
2. PS to Chief Secretary, Government of Rajasthan, Jaipur.
3. All Principal Secretaries / Secretaries
4. Officer on Special Duty

[Signature]

(Ashok Sampatram)
Principal Secy. to Government
GOVERNMENT OF RAJASTHAN
State Enterprises Department

No. F.2(23)BPE/Bonus/07/1262 Dated: October 01, 2008

To,

Chief Executives of All State Public Sector Undertakings

SUBJECT: Guidelines for grant of Ex-Gratia to the employees who are not eligible for payment of bonus as per the provisions of the Payment of Bonus Act, 1965.

Dear Madam / Sir,

With reference to the above-mentioned subject your attention is invited to this Department’s letter of even No. dated July 02, 2008 whereby the PSUs / Boards / Corporations where there has been a practice of granting ex-gratia to the employees who are not entitled to payment of bonus as per the provisions of the Payment of Bonus Act, 1965 were permitted to grant ex-gratia not exceeding 8.33%, or the percentage of bonus declared by such organizations, whichever is lower, to the employees who are not eligible for payment of bonus as per the provisions of the Payment of Bonus Act, 1965.

The matter has been reconsidered by the State Government. In partial modification of the above-mentioned letter dated July 02, 2008 it is hereby clarified that ex-gratia may be paid to the employees who are not eligible for payment of bonus as per the provisions of the Payment of Bonus Act, 1965 @ 8.33% or the percentage of bonus declared by such organizations, whichever is higher.

Yours faithfully,

[Signature]

(Ashok Sampatram)
Principal Secy. to Government

Copy forwarded to the following for information and necessary action:
1. Principal Secretary to Chief Minister, Government of Rajasthan, Jaipur.
2. PS to Chief Secretary, Government of Rajasthan, Jaipur.
3. All Principal Secretaries / Secretaries
4. Officer on Special Duty, BPE

[Signature]

(Ashok Sampatram)
Principal Secy. to Government
Government Of Rajasthan  
State Enterprises Department

Bureau of Public Enterprises

No. F2(23)BPE/Bonus/07/ 265 8  
Jaipur, Dated 11/11/16

To,
Chief Executives
All State Public Sector Undertakings

Subject:- Guidelines for grant of Cash Incentive/ Gift to the employees of all State PSU’s.

With reference to the above mentioned subject, your attention is hereby invited to this department’s order of even no. 797 dated July 2, 2008 whereby the PSUs/Boards/ Corporations were permitted to grant gift to their officials a maximum amount of Rs. 500/- per annum. This limit has been reconsidered and the revision of permissible limit for cash incentive/gift is considered as follows:-

PSU’s earning profit may pay extra cash incentive to their staff @1% of profit ÷ No. of staff or Rs. 2000/- per employee per annum, whichever is less subject to fulfillment of following conditions :

1- The organization should be Profit earning continuously for last 3 years.
2- There is no accumulated loss.

Other terms and conditions would remain same as circulated vide department order’s of even no. 797 & 1262 dated July 2, 2008 and 01-10-2008 respectively.

This bears the approval of finance department vide ID No. 121500334 dated 06-01-2016. This order is applicable from the next financial year i.e. 2015-16.

Yours Faithfully

(Veenu Gupta)
Principal Secretary to the Govt.

No. F2(23)BPE/Bonus/07/ 265 9  
Jaipur, Dated 11/11/16

Copy forwarded to the following for the information and the necessary action:–
1- Secretary to the Chief Minister Govt of Rajasthan, Jaipur.
2- PS to Chief Secretary, Government of Rajasthan, Jaipur.
3- All Principal Secretaries/ Secretaries, Government of Rajasthan, Jaipur.
4- Joint Secretary, Bureau of Public Enterprises Department, Jaipur.

Joint Secretary (BPE)
स्वतंत्रतार्थि राजस्थान सरकार
राजकीय उपक्रम विभाग
राजकीय उपक्रम ब्यूरो

क्रमांक एक 2(23)बीपीई/बोनस/07/
मुख्य कार्यकारी अधिकारी,
समस्त राजकीय उपक्रम

विषय:— राजकीय उपक्रमों के कार्यकर्ता को बोनस/एक्सप्रेसिया के भुगतान बाबत।

उर्वरक्त विषयांगत ब्युरो के पूर्व आदेश दिनांक 02.07.2008 एवं 01.10.2008 का संदर्भ
ग्रहण करें। सर्वमान्य में भारत सरकार द्वारा बोनस एक्ट, 1965 में देता पारदर्शी एवं बोनस की सीमा
को बढ़ाया गया है। अतः स्पष्ट किया जाता है कि जिन उपक्रमों में बोनस एक्ट 1965 के प्राक्कान
लागू होते हैं, वे विलोम वर्ष 2015-16 के बोनस के भुगतान हेतु बोनस एक्ट, 1965 के नियमों
का पालन करें। अतः बोनस के एवज में भुगतान की जाने वाली एक्सप्रेसिया के प्रारूपों में कोई
संशोधन नहीं होगा अर्थात् एक्सप्रेसिया की गणना पूर्व प्रायोगिकों के अनुसार (अधिकारक राशि रूपके
8400/- प्रतिवर्ष) ही रहेगी साथ ही इसकी गणना हेतु देता भी पूर्वत रहेगा।

ब्युरो के पूर्व के आदेश दिनांक 02.07.2008 एवं 01.10.2008 के अन्य नियम खारात होंगे।
ये आदेश वित्त (नियम) विभाग की आई.डी. सं 221600084 दिनांक 13.07.2016 के अनुसार में
जारी किये जा रहे हैं।

भद्रतार्थ,
(प्रमोशन कुमार)
अतिरिक्त मुख्य सचिव

क्रमांक एक 2(23)बीपीई/बोनस/07/

प्रतिलिपि निम्नांकित को सूचनार्थ एवं आवश्यक कार्यवाही हेतु प्रस्तुत है:

1. शासन सचिव, मान्य मुख्यमंत्री, राजस्थान सरकार, जयपुर।
2. निजी सचिव, मुख्य सचिव, राजस्थान सरकार, जयपुर।
3. समस्त, अतिरिक्त मुख्य सचिव/प्रमुख शासन सचिव/शासन सचिव, राजस्थान सरकार, जयपुर।
4. संयुक्त शासन सचिव, राजकीय उपक्रम ब्यूरो।
राजस्थान सरकार
राजकीय उपक्रम विभाग

कमांड एक 2(23)बीपीई/बोनस/07/907

मुख्य कार्यकारी अधिकारी,
समस्त राजकीय उपक्रम

विषय :- राजकीय उपक्रमों के कार्यक्रमों को बोनस/एक्सप्रेसिया के
भुगतान बाबत।
संदर्भ:- विभागीय संसाधनक पत्र कमांड एक 2(23)बीपीई/
बोनस/07/610 दिनांक 16.08.2016

महोदय,

उपरोक्त विषयान्तरण स्पष्ट किया जाता है कि राजकीय उपक्रमों के
कार्यक्रमों को बोनस/एक्सप्रेसिया के भुगतान के संदर्भ में थूरे द्वारा जारी आदेश
कमांड एक 2(23)बीपीई/बोनस/07/610 दिनांक 16.08.2016 के प्रावधान
वित्तीय वर्ष 2016-17 से अयोग्य आदेश तक समान रूप से लागू होंगे।

भवदीय,

(राजीव सेवलस)
अधिकारिक मुख्य सचिव

कमांड एक 2(23)बीपीई/बोनस/07/

जयपुर, दिनांक

प्रतिलिपि निम्नांकित को सूचनार्थ एवं आवश्यक कार्यवाही हेतु प्रेषित है :-

5. शासन सचिव, माथ मुख्यमंत्री, राजस्थान सरकार, जयपुर।
6. निजी सचिव, मुख्य सचिव, राजस्थान सरकार, जयपुर।
7. समस्त, अधिकारिक मुख्य सचिव/प्रमुख शासन सचिव/शासन सचिव, राजस्थान सरकार,
   जयपुर।
8. संगठन शासन सचिव, राजकीय उपक्रम ब्यूरो।

संगठन अधिकारी,
राजकीय उपक्रम ब्यूरो,
राजस्थान, जयपुर।