



GOVERNMENT OF KERALA

Abstract

LABOUR AND REHABILITATION DEPARTMENT---PAYMENT OF BONUS TO THE
EMPLOYEES OF THE PUBLIC SECTOR UNDERTAKINGS FOR THE YEAR
2007-2008---GUIDELINES PRESCRIBED---ORDERS ISSUED

LABOUR AND REHABILITATION (D) DEPARTMENT

G. O. (P) No. 117/2008/LBR. Dated, Thiruvananthapuram, 14th August, 2008.

ORDER

Government are pleased to lay down the following guidelines for the
*Payment of Bonus by Public Sector Undertakings for the year 2007-2008.

1. A minimum Bonus of 8.33% shall be paid by the Public Sector Undertakings including those in which the State Government holds majority shares. Public Sector Undertakings which declare more than 8.33% as Bonus should ensure that the audited accounts are finalised before declaration.

2. Minimum Bonus will be paid in the case of Public Sector Undertakings in which production had started in any of the last 5 accounting years including the accounting year 2007-08.

3. Public Sector Undertakings which made a profit in 2007-08 shall pay Bonus as per the provisions of the payment of Bonus Act. In case allocable surplus comes to over 20%, payment of any amount above 20% shall be made only with the prior approval of Government.

4. Public sector Undertakings that were continuously making loss might have made profit during 2007-08 mainly because of the budgetary support of State Government by way of grant, working capital assistance etc. Therefore, if

the net worth of a company as on 31-3-2008 is negative, the quantum of bonus may be restricted to 8.33% only.

5. The Public Sector Undertakings which have sustained a loss in 2007-08 shall not pay bonus in excess of 8.33% admissible under the Payment of Bonus Act.

6. Bonus will be paid in all Public Sector Undertakings in accordance with the Payment of Bonus Act as amended up to date. Only employees drawing a salary upto Rs. 10,000 per month are eligible for Bonus. ("Employee" does not include an apprentice)

7. Labourers of Coir and Cashew establishments shall be paid bonus according to the decisions of the respective Industrial Relations Committees.

8. For employees drawing a salary of above Rs. 10,000, no payment of bonus or exgratia or incentive allowance in any other name shall be made, except the special festival allowance.

9. No payment deviating from these guidelines shall be made by the Public Sector Undertakings. The Board of Directors, the Chief Executives and Heads of Finance wing of the Public sector Undertakings, etc. shall be personally responsible for violation of this condition.

10. To give time to the Government to issue a considered decision, proposals for deviation from the guidelines shall be sent to Government after approval by the Board of Directors, to be received in Government latest by 27th August (i.e. 15 days before Onam). It will be the responsibility of the Chief Executive to ensure this.

11. These guidelines shall apply to all the State Government Public Sector Undertakings.

12. The order shall also apply to production oriented Co-operative institutions.

13. The Co-operative institutions other than production oriented Co-operative institutions will be covered by separate instructions from the Registrar of Co-operative Societies.

By order of the Governor,

C. K. VISWANATHAN,
Secretary to Government.

To

- All Principal Secretaries/Secretaries to Government.
- The Chief Executives of all Public Sector Undertakings in Kerala.
- The Managing Director, Kerala State Road Transport Corporation,
Transport Bhavan, East Fort, Thiruvananthapuram.
- The Secretary, Kerala State Electricity Board, Vydyuthi Bhavan, Pattom,
Thiruvananthapuram
- The Director of Industries and Commerce, Vikas Bhavan,
Thiruvananthapuram.
- The Labour Commissioner, Thiruvananthapuram.
- The Registrar of Co-operative Societies, Thiruvananthapuram.
- The Director (BPE), Secretariat (Annexe), Thiruvananthapuram.
- The Finance (PU) Department (vide U.O. No. 50141/PU-C1/08/Fin.
dated 2-7-2008).
- The Planning and Economic Affairs-(BPE) Department (vide U. O. No.
9334/BPE2/08/Plg. dated 7-8-2008).
- All Departments (All Sections) in the Secretariat including Finance
Department.
- The Law Department.
- The Secretary, Kerala Legislature Secretariat, Thiruvananthapuram.
(with C. L.)
- The Principal Accountant General (Audit), Kerala, Thiruvananthapuram.
- The Accountant General (A&E/D.B. Cell), Kerala, Thiruvananthapuram.
- The Director, Information and Public Relations Department,
Thiruvananthapuram.
- The General Administration (SC) Department (vide item No. 2567 dated
13-8-2008)
- Stock File/Office Copy
- Copy to: The Private Secretary to Chief Minister
Private Secretary to all Ministers
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