

# C I R C U L A R

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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

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

FAX No. : (033) 2248-0991

**Pay/Tech-I/05/Bonus/Cir-09**

**Dated: 02 /11/2021**

(All CFAs)

**Subject: Payment of Productivity Linked Bonus (PLB) to Civilian Employees of Defence Production Establishments for the year 2020-21.**

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A copy of the Govt. of India, Min of Defence (Deptt of Defence Production) no. 10(1)/A1/2021-D(Estt/NG) dated 26.10.2021 and 28.10.2021 on the above subject received under Directorate of Ordnance (Coordination & Services) [Former OFB] letter bearing no. 873/PLB/2020-21/Per/Policy dated 26/10/2021 along with amendment issued on 28/10/2021 is forwarded herewith for information and necessary action, please.

Encls: As above

**Dy. Controller of Accounts (Fys)**

**Copy to:**

The Directorate of Ordnance (Coordination & Services)  
(Former OFB)  
10A, S.K. Bose Road,  
Kolkata-700001

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)**



भारत सरकार रक्षा मंत्रालय रक्षा उत्पादन विभाग आयुध निदेशालय (समन्वय एवं सेवाएं) 10ए, एस के बोस रोड, कोलकाता - 700001	Government of India Ministry of Defence Department of Defence Production Directorate of Ordnance(Coordination & Services) 10A, S K Bose Road, Kolkata- 700001
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No. 873/PLB/2020-21/Per/Policy

Dated : 26.10.2021

(Through : COMNET)

To

The CMD

MIL, AVNL, AWEIL, TCL, YIL, IOL, GIL.



Sub : Sanction for payment of Productivity Linked Bonus (PLB) to Civilian employees of Defence Establishment for the year 2020-21 – reg.

Ref : MoD letter No.10(1)/A/2021-D(Estt./NG) dated 26/10/2021.

\*\*\*\*\*

Ministry of Defence has forwarded the order for payment of Productivity Linked Bonus (PLB) for the year 2020-21 vide letter under reference (copy enclosed). Accordingly PLB equivalent to **36 (thirty-six) days** wages is payable to the Civilian employees belonging to the Group 'D', 'C' & 'B' (Non-Gazetted) in Defence Production establishments in accordance with MoD ltr.no.48(4)/98/D(B&C) dated 27/07/2000(copy enclosed), 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 financial implications on this account would be met from the existing sanctioned budget for the F.Y. 2021-22 without any additionality from the Government. The expenditure will be debited to the respective budget of the DoO(C&S)/DPSUs/Allied Organisation 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 2020-21 may be furnished duly vetted 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 latest by 30<sup>th</sup> November, 2021.

**TABLE 1 (AMOUNT CLAIMED AND PASSED BY ACCOUNTS)**

Year 2020-21	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						

Contd..2



**TABLE 2 (AMOUNT PASSED AND DISBURSED – FULL PLB)**

Year 2020-21	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 2020-21	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 2020-21	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						

Encl.: As above

9126

(S. Sharad Rao )

Jt. Director / Admin.

for Director General Ordnance(C&amp;S)

Copy to :

1. Sr. General Managers/General Managers/OIC/Heads of Unit.  
All Ordnance Factories/Units
2. The Addl.DGO(C&S), DoO(C&S) Kolkata
3. PS to DGO(C&S) Kolkata
4. DDG/HQrs, DoO(C&S) Kolkata
5. DDG/Coord, DoO(C&S) New Delhi
6. O/o PCA (Fys), Kolkata
7. All JCM-III Staff side Members

**No.10(1)/A/2021-D(Estt/NG)**  
**Government of India,**  
**Ministry of Defence,**  
**( Deptt. Of Defence Production )**  
**New Delhi**

Dated: 26th Oct., 2021

To  
The Director General Ordnance,  
Directorate of Ordnance (C&S),  
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 2020-21.

Madam / Sir,

I am directed to refer to this Ministry's letter No.48(4)/98/D(B&C) dated 27<sup>th</sup> July,2000 on the above subject and to convey the sanction of the President to payment of Productivity Linked Bonus for the year 2020-21 equivalent to 36 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) DoO(C&S) 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.

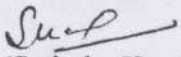
- (c) The financial implications on this account would be met from the existing sanctioned Budget of FY 2021-22 without any additionality from the Government.

04. It is also advised that formula for working out PLB may be revisited/re-examined for future years. However since PLB for the current year has been computed as per the approved formula, the proposal of erstwhile OFB for Payment of 36 days PLB for 2020-21 to the 71737 eligible employees of erstwhile OFB, DGQA, DGQAQA and DAD working in erstwhile OFB is sanctioned.

05. The expenditure is debitable to the respective budget of the DoO(C&S)/ /DPSUs/allied Organisation and to the respective Heads to which the pay and allowances of employees of these establishments are debited.

06. This issues with the concurrence of Ministry of Finance vide ID No.7-39/2007-E.III(A)/2018(300505944/21) dated 26.10.2021 and MoD (Finance Division) vide 283 (IF/DP-I) dated 26.10.2021 in MoD File No. 10(1)/2021-D(Estt/NG).

07. This supersedes our earlier sanction no. 10(1)/2021-D(Estt/NG) dated 26<sup>th</sup> Oct.,2021.

  
(Satinder Kaur)

Under Secretary to the Govt. of India

Copy to :

DFA(DP-I) – for information pl.



भारत सरकार रक्षा मंत्रालय रक्षा उत्पादन विभाग आयुध निदेशालय (समन्वय एवं सेवाएं) 10ए, एस के बोस रोड, कोलकाता - 700001	Government of India Ministry of Defence Department of Defence Production Directorate of Ordnance(Coordination & Services) 10A, S K Bose Road, Kolkata- 700001
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No. 873/PLB/2020-21/Per/Policy

Dated : 28.10.2021

(Through : COMNET)

To

The CMD

MIL, AVNL, AWEIL, TCL, YIL, IOL, GIL.



Sub : Sanction for payment of Productivity Linked Bonus (PLB) to Civilian employees of Defence Establishment for the year 2020-21 – amendment reg.

Ref : i) MoD letter No.10(1)/A1/2021-D(Estt./NG) dated 28/10/2021.  
ii) This office letter of even number dated 26/10/2021.

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Ministry of Defence / DDP has forwarded the revised order for payment of Productivity Linked Bonus (PLB) for the year 2020-21 vide letter under Ref(i) above (**copy enclosed**).

02. Accordingly, the following amendment is hereby carried out to Para-02 of the letter cited under Ref(ii) above:

**FOR:** The financial implications on this account would be met from the existing sanctioned budget for the F.Y. 2021-22 without any additionality from the Government. The expenditure will be debited to the respective budget of the DoO(C&S)/DPSUs/Allied Organisation and to the respective heads to which the Pay and Allowances of employees of Allied Establishments are debited.

**READ:** The financial implications on this account would be met from the existing sanctioned budget for the F.Y. 2021-22 without any additionality from the Government. The expenditure will be debitable to the respective budget of the DoO(C&S)/Allied Organisation and to the respective Heads to which the pay and allowances of these establishments are debited. The expenditure in respect of the employees of erstwhile OFB on deemed deputation in 7 DPSUs will be borne by the concerned DPSUs.

03. All other entries to this office letter cited under Ref(ii) remain un-altered.

04. Forwarded for information and necessary action accordingly.

Encl.: As above

(S. Sharad Rao )  
Jt. Director / Admin.  
for Director General Ordnance(C&S)

Copy to :

1. Sr. General Managers/General Managers/OIC/Heads of Unit.  
All Ordnance Factories/Units
2. The Addl.DGO(C&S), DoO(C&S) Kolkata
3. PS to DGO(C&S) Kolkata
4. DDG/HQrs, DoO(C&S) Kolkata
5. DDG/Coord, DoO(C&S) New Delhi Office
6. O/o PCA (Fys), Kolkata
7. All JCM-III Staff side Members



**No.10(1)/A1/2021-D(Estt/NG)**  
**Government of India,**  
**Ministry of Defence,**  
**( Deptt. Of Defence Production )**  
**New Delhi**

Dated: 28th Oct., 2021

To  
The Director General Ordnance,  
Directorate of Ordnance (C&S),  
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 2020-21.**

Madam / Sir,

I am directed to refer to this Ministry's letter No.48(4)/98/D(B&C) dated 27<sup>th</sup> July,2000 on the above subject and to convey the sanction of the President to payment of Productivity Linked Bonus for the year 2020-21 equivalent to 36 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.

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*Sup*

Contd...2



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

- (a) DoO(C&S) 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 :-
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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.

- (c) The financial implications on this account would be met from the existing sanctioned Budget of FY 2021-22 without any additionality from the Government.

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06. This issues with the concurrence of Ministry of Finance vide ID No.7-39/2007-E.III(A)/2018(300505944/21) dated 26.10.2021 and MoD (Finance Division) vide 283 (IF/DP-I) dated 26.10.2021 in MoD File No. 10(1)/2021-D(Estt/NG).

07. This supersedes our earlier sanction no. 10(1)/A/2021-D(Estt/NG) dated 26<sup>th</sup> Oct., 2021.

  
(Satinder Kaur)

Under Secretary to the Govt. of India

Copy to :

DFA(DP-I) – for information pl.  
CMDs of 07 DPSUs