



कार्यालय, रक्षा लेखा नियंत्रक, गुवाहाटी
उदयन विहार, गुवाहाटी – 781171
Office of the Controller of Defence Accounts Guwahati
Udayan Vihar, Guwahati – 781171
दूरभाष- 0361-2640394/2641142 फ़ैक्स- 0361-2640204/2640810



CIRCULAR NO. 57 -

CIRCULAR

PAY/ORDER/CIRCULAR/VOL.II

Date: : 15.05.2023

(THROUGH WEBSITE ONLY)

To

1. Area Accounts Office Shillong-793001
2. All LAOs/ALAOs

Subject : Clarification on Productivity Linked Bonus for the Civilians of the Army Ordnance Corps (AOC) for the year 2020-2022.

Please find enclosed a Copy of HQrs Office New Delhi letter No. AT/II/A/Civ/2420/Bonus/Vol-I/e-3756 dated 08.05.2023 along with enclosures, on the above mentioned subject, for reference and compliance please.

This disposes of LAO 222 ABOD letter No. LA/222 ABOD/Audit/ 04/2022 to 09/2022 dated 17. 11.2022.

Encls : As above .

- sd -
Sr. Accounts Officer(Pay Tech)

Copy to :

✓ 1 The Officer-in-Charge
IT&SW (Local)

} With a request to upload the above
letters on CDA Guwahati website.


Sr. Accounts Officer(Pay Tech)



Received by mail
More to all concerned.
15/05/23

रक्षा लेखामहानियंत्रक

पुलमानकटार रोड, पालम, दिल्ली छावनी-110010

CONTROLLER GENERAL OF DEFENCE ACCOUNTS

Plan Batar Road, Palam, Delhi Cantt - 110010



Phone: 011 - 25665722/746

Fax: 011- 25674806, 25675485

email: hqarmybr.dad@hub.nic.in

No. AT/II/A/Civ/2420/Bonus/Vol-I/e-3756

Date: 08.05.2023

To

The CDA,
Guwahati.

Subject: Clarification on Productivity Linked Bonus for the civilians of the Army Ordnance Corps (AOC) for the Year 2020-2022.

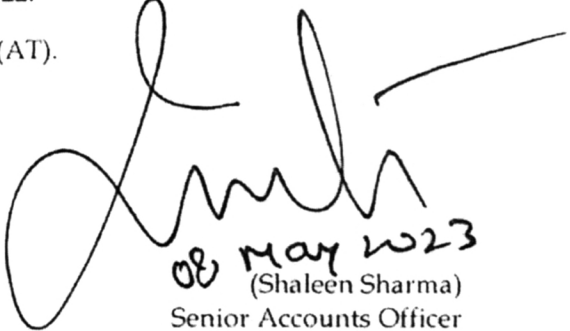
The undersigned is directed to forward copies of the following communications for information and further necessary action at your end:

(i) The DGOS, IHQ of MoD(A), New Delhi letter No. A/26576/PLB/OS-8C(Policy) dated 22.12.2022 (alongwith the enclosures of the letter).

(ii) The DGOS, IHQ of MoD(A), New Delhi letter No. A/26576/PLB/OS-8C(Policy) dated 10 Mar 2023 whereunder a copy of MoD letter No. 24(6)/80/D(JCM) dated 28 Sept., 1983 has been forwarded.

2. It is requested to issue necessary instructions regarding the observation raised by LAO, 222 ABOD on applicability of Productivity Linked Bonus to all Gp 'B' Non Gazetted and Gp 'C' civilian employees of AOC as per their letter dated 17.11.2022.

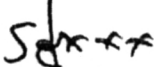
3. This issues with the approval of Senior Joint CGDA (AT).


08 May 2023
(Shaleen Sharma)
Senior Accounts Officer

Copy to:

The Joint Director / OS (Pers),
Directorate General of Ordnance Services,
'B' Wing/ Sena Bhawan,
Integrated HQrs of MoD (Army),
New Delhi - 110011

For information w.r.to the above cited communications.


(Shaleen Sharma)
Senior Accounts Officer

~~1-02~~
~~02-01-23~~

34

Tele 23018735

Directorate General of Ordnance Services
'B' Wing, Sena Bhawan
Integrated HQs of MoD (Army)
New Delhi-110011

23

A/26576/PLB/OS-8C(Policy)

21 Dec 2022

222 ABOD
PIN - 909222
C/o 99 APO

**CLARIFICATION ON PRODUCTIVITY LINKED BONUS FOR THE CIVILIANS OF
THE ARMY ORDNANCE CORPS (AOC) FOR THE YEAR 2020-2022**

- 1 Ref your letter No 1508/PLB/Fin dt: 07 Dec 2022
- 2 It is intimated that the PLB is applicable to all Gp 'B' Non Gazetted and Gp 'C' Civ emps of AOC. In this regard, a copy of Govt of India, Ministry of Defence/D (JCM) letter No 20(04)/2022/D(JCM) dt: 26 Oct 2022 is encl herewith
- 3 This is for info and further necessary action.

(DJ Barman)
Jt Dir/OS (Pers)
For DG OS

Encls (As stated)

Copy to -

CGDA

A copy of obsn raised by LAO, 222 ABOD is encl herewith.
It is requested to issue necessary directions to the office of
LAO on the subject

No.20(4)/2022/D(JCM)
Government of India
Ministry of Defence

New Delhi, dated the 26th October, 2022

To

The Chief of the Army Staff,
New Delhi.

Sub Productivity Linked Bonus for the eligible Defence civilians of the Army
Ordnance Corps (AOC) for the year 2021-2022

Sir

I am directed to refer to the Productivity Linked Bonus Scheme already circulated vide this Ministry's letter No.F-24(9)/80/D(JCM), dated 28th September, 1983 as amended from time to time and to convey the sanction of President to the payment of 40 days (forty days) wages as PLB for the year 2021-2022 to the eligible civilian employees of the ACC/Indian Army.

2 The entitlement has been worked out on the basis of the working results for the year 2021-2022 in accordance with the agreed formula.

3 The PLB shall be paid to all eligible Gp.'B' (Non-Gazetted) and Gp. 'C' civilian employees of Indian Army(AOC) who are covered under PLB Scheme for the Accounting Year 2021-2022. The calculation ceiling of Rs 7000/- (7000x40/30.4) and other terms and conditions of the PLB Scheme will remain unchanged.

4 Productivity Linked Bonus to the casual labourer will be paid at the assumed wages of Rs 1200/-p.m. (1200x40/30.4) for the Accounting Year 2021-2022. However, in cases where the actual wages fall below Rs 1200/- p.m. the amount will be calculated on the actual monthly wages. The other conditions remain unchanged.

5 The expenditure on this account will be debitable to Defence Service Estimates under respective Heads to which the pay and allowances of these employees are debited. The entire expenditure on the payment of PLB is to be met out of the sanctioned budget grant for the year 2022-2023, without any additionality.

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10/10/2024

189307/2023/BeD 23018735

Directorate General of Ordnance Services
'B' Wing, Sena Bhawan
Integrated HQs of MoD (Army)
New Delhi-110011

A/26576/PLB/OS-8C(Policy)

10 Mar 2023

CGDA
Utan Batar, Palam
Delhi Cantt-110010

AT-11

**CLARIFICATION ON PRODUCTIVITY LINKED BONUS FOR THE CIVILIANS OF
THE ARMY ORDNANCE CORPS (AOC) FOR THE YEAR 2020-2022**

1. Ref your letter No. AT/II/A/Civ/2420/Bonus/Vol-I/e-3756 dt 27 Feb 2023.
2. In this regard, MoD letter No. 24(6)/80/D(JCM) dt 28 Sep 83 is encl herewith for your info and further necessary action please.
3. Please ack receipt.



(DJ Barman)
Jt Dir/OS (Pers)
For DG OS

OFFICE OF
DIRECTOR GENERAL
OF ORDNANCE SERVICES

SNo - 11

AOC

No. 24(6)/BQ/D(JCM)
Government of India
Ministry of Defence
New Delhi-110011

September 23, 1983

To,

The Chief of the Army Staff

Sub : Productivity Linked Bonus for Civilians
of AOC

Sir,

I am directed to convey the sanction of the President to the payment of Productivity Linked Bonus in accordance with the Scheme which is detailed in the Annexure I to this letter.

2. The following payments would be due to be paid to the employees covered by the Scheme:-

(i) Ad hoc payment equal to 15 days' wages as an earnest of accepting the concept of Productivity Linked Bonus;

(ii) In accordance with the formula detailed in Annexure I, the following payments are due to the employees for the years as under:-

(a)	1979-80	- 24 days
(b)	1980-81	- 25 days
(c)	1981-82	- 29 days

Total 78 days

3. From the above, it would be seen that the total payment due to the civilian employees covered under the Scheme of Productivity Linked Bonus would amount to 78 days' wages. It will be noted that ad hoc payments equivalent to 15 days per year have already been made during the years 1979-80, 1980-81 and 1981-82 vide sanctions quoted below:-

(i) 24(11)/80/D(JCM) dated 25.8.80
(ii) 24(11)/80/D(JCM) dated 14.9.81
(iii) 24(11)/80/D(JCM) Vol. IV dated 8.9.82

The net payment due to the employees as bonus would, therefore, amount to equivalent of 33 days' wages. For determining the amount of payment, the definition of wages has been given in the Scheme.

4. Accordingly, sanction of the President is conveyed to the payment of 78 days' wages as Productivity Linked Bonus and earnest to the civilian employees covered under

Contd... 2/-

the scheme.

- 5. The list of units covered under the scheme is given in Annexure II to this letter.
- 6. The expenditure on this account will be debitable to Defence Services Estimates under the respective heads to which pay and allowance of the employees are debitable.
- 7. This issues with the concurrence of Integrated Finance Division vide S.P. No. 53-S-PR dated 20.9.23.

Yours faithfully,

M. K. Bhatnagar
 (M. K. Bhatnagar)

Under Secretary to the Government of India

- Copy to :
- Financial Advisor (DS), Ministry of Defence. (11-1)
 - Delhi; Controller General of Defence Accounts,
 - Delhi; Director of Audit, Defence Services,
 - Delhi; Director of Ordnance Services,
 - Army Headquarters, New Delhi; Master General of
 - Defence, Army Headquarters, New Delhi.

Copy to both Administrations of *Central Emplyment*
 Department of Administrative Council,

Copy signed link to


Controllers of Defence Accounts.

189307/2023/RnD

ANNEXURE-T

PRODUCTIVITY LINKED BONUS SCHEME FOR
CIVILIAN EMPLOYEES OF ORDNANCE DEPTS.

1. This is the Productivity Linked Bonus Scheme for civilian employees of Ordnance Depots.
2. The Scheme will be applicable to the civilian employees of units to be declared by the Government.
3. The Scheme will cover all categories of civilian employees of the selected units comprising industrial, non industrial and supervisory personnel, including G-zetted officers, drawing wages upto and including Rs.1500/- per month. The maximum amount payable will be restricted to the amount permissible for wages of Rs.750/- per month, for employees drawing wages more than Rs.750/- per month but not exceeding Rs.1500/- per month, bonus will be calculated as if the wages were Rs.750/- per month.
4. The term "Wage" for this purpose will be and include basic pay, special pay, Dearness allowance and additional Dearness Allowance but will not include any other compensatory Allowance.
5. Bonus will be payable to regular employees of the categories mentioned above, both permanent and temporary, who have served for a minimum period of six months in the selected units during the year. Casual daily employees of such units, if any, will be paid bonus only if during the calendar year they have put in at least 240 days service and are in service on the 31st March.
6. The productivity index and quantum of bonus payable will be calculated as per the agreed formula shown in Appendix-A.
7. The Scheme will be valid for the years 1979-80, 1980-81 and 1981-82.
8. As an earnest for their acceptance of the Productivity Linked Bonus Scheme, the employers will be paid 15 days wages over and above their entitlements per formula.


 28/9/83

DIRECTORATE OF FORM AND SERVICES

ANNEXURE - II

- | | |
|-----------------------------------------------------------------------|---------------------------------|
| 1. OAD PUNE con | 28. OTG Pathankot |
| 2. CVD Avadi | 29. 14 FAD |
| 3. COD Dehu | 30. 15 FAD |
| 4. OD Telecom Dabhada | 31. 16 FAD |
| 5. AD Dehu | 32. 17 FAD |
| 6. COD Bombay | 33. 18 FAD |
| 7. CAVD Kirkee | 34. 19 FAD |
| 8. A D Paratpur | 35. 21 FAD |
| 9. O E Calcutta | 36. 223 AEDD |
| 10. A D Panagar | 37. 22 Ammunition Company; and |
| 11. CVD Panagar | 38. SPS Repair Team,
Durgam. |
| 12. COD Delhi Cantt. | |
| 13. CVD Delhi Cantt. | |
| 14. O D Shakurbasti | |
| 15. A D Bappur | |
| 16. A D Matinda | |
| 17. COD Jabalpur including Transit Vehicle Park Jabalpur
attached. | |
| 18. COD Agra | |
| 19. COD Chhoni | |
| 20. COD Kappur | |
| 21. OD Allahabad | |
| 22. 1 FOD | |
| 23. 2 FOD | |
| 24. 5 FOD | |
| 25. 6 FOD | |
| 26. 9 FOD | |
| 27. 222 AEDD | |

[Handwritten Signature]
25/9/83

FORMULA FOR CALCULATING PRODUCTIVITY LINKED BONUS APPENDIX 'A'

assessment of work for each major functional area as shown below is assessed against the quarterly average for the previous year:-

- (a) Provision review. (Items)
- (b) Receipt of demands/IOs/STO
- (c) Issue of items (items and tonnage)
- (d) Receipt of items (items and tonnage)
- (e) Stock holding (items and tonnage)
- (f) Disposal (Items and tonnage)
- (g) Local purchase (items).

In order to measure the output against each item of work the standardised output is computed by assigning a weight factor based on the staff employed against each item of work. An adjustment is to be made taking into account the public holidays during the quarter under assessment and the corresponding holidays during the previous year.

For the purpose of the formula the eight central depots to which all other depots are subsidiaries have been taken into account.

A model calculation pattern is shown in Appendices A-1 and A-2 along with explanatory notes.

14.	Manpower Depot Manpower	3,000	2,760	92
15.	<u>Depot Manpower Index</u>			
	$100 \times \text{Output Index}$		100×93.12	= 101
	Serial 14 Col. 5		92	

WEIGHT FACTOR

1. In order to determine weight factor it is necessary to lay down broadly the distribution of staff under each heading so that identical methods followed by all the depots. Following is broad explanation of how manpowers against different headings may be allocated. It must be ensured that an identical method is followed in calculating the weight factor from year to year in order to obtain balanced indices:-

- (a) Demands/IOs/EIOs received
The staff employed in Control Branch will be shown against this heading.
- (b) Issues (Tonnes)
Industrial staff other than packers employed in sub depots/ Groups and industrial/Non-Industrial staff employed in Traffic Branch on Issues activities will be accounted for against this heading.
- (c) Issues (Items)
Non-Industrial staff and packers employed in issue activities in the sub Depot/Group Office, selectors and Non-Industrial staff engaged in the Central Packing. This will also include staff employed in Central Accounts proportionate to the number of issues items posted and in DAOs office on DRs issues.
- (d) Receipts (Tonnes)
Staff employed in Traffic Branch on receipt activities and processing both industrial and Non-Industrial. Industrial staff employed in Sub Depots/Groups on receipt checking and binning.
- (e) Receipts (Items)
Non-Industrial staff employed in Sub Depots on receipt checking and binning. DR receipt, Receipt Liaison Cell, Receipt processing, Staff in Central Accounts engaged in receipt posting and in DAO on receipt DR.
- (f) Provision (Tonnes)
All Staff employed in Provision Branch.
- (g) Stock holding (Tonnes)
All Industrial Staff employed in Sub Depots/Groups and SPO on Stock Holding and Stock maintenance.
- (h) Stock Holding (Items)
Non-Industrial staff employed in Sub Depots/Groups SPO and Stocktaking Branch.
- (i) Disposal (Tonnes)
Industrial and Non-Industrial staff employed in Disposal Sub Depot and the other staff dealing with the disposal of stores.
- (j) LE/RE ITEMS
Staff employed in the LE/RE Branch

APPENDIX 'A'-I

Srl. No.	Heading	Quarterly Average for present year (3)	Work done		Weight factor (a) 100	Output Standard
			Current quarter (4)	Col. 3 (5)		
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Demands/IO Nos. received	34,780				
2.	Issues (Tonnes)	4,677	36,000	103.51	7	725
3.	Issues (Items)	33,536	5,000	106.91	25	2,673
4.	Receipts (Tonnes)	2,865	33,000	98.40	15	1,476
5.	Receipts (Items)	3,313	3,000	104.71	15	1,571
6.	Provision Review (Items)	32,550	8,000	96.23	8	770
7.	Stock Holding (Tonnes)	79,544	30,000	92.17	3	737
8.	Stock Holding (Items)	64,000	60,000	75.43	6	453
9.	Disposal (Tonnes)	1,636	48,160	75.25	4	301
10.	Disposal (Items)	145	1,000	60.02	5	300
11.	Items Purchased	278	100	68.97	2	138
12.	Total		300	107.91	5	540
13.	Public Holidays adjustment	19.2 (b)	20 (c)	104	(a) 100	9,684

(a) Weight factors to be 100; (b) Average No. of working days per month during the basic period; (c) Average No. of working days per month during the current statistical period.

Serial 12 Col. 7 = 9684 = Output Index
Serial 13 Col. 5 = 104 = 96.12 say 83

07/2023/RnD

APPENDIX A-2

PRODUCTIVITY- MANPOWER INDEX
(COOs & CAD)

Depots	1973-74	1974-75	1975-76	1976-77	1977-78	1978-79
COD AGRA	104.2	106.0	116.8	113.3	95.2	95.3
COD JABALPUR	88.7	105.5	123.5	114.2	99.0	101.2
COD CHIDK	88.7	93.6	125.7	89.1	96.8	116.5
COD DELHI CANTT	59.7	97.0	112.2	133.5	87.2	89.7
COD KANPUR	87.2	100.7	162.2	91.7	100.2	103.2
COD DEU ROAD	103.5	104.5	104.7	107.2	99.7	102.7
COD PUNE	112.5	91.6	103.7	108.7	92.5	105.7
COD BOMBAY	-	-	-	106.9	107.4	88.8
All India Average	95.5	101.1	122.4	109.4	98.6	100.3

Manpower index for earlier years not considered as the same were not reliable due to re-organisation and thereafter shifting of the stocks of this depot to different locations.

The above mentioned All India Average manpower indices cannot be directly compared as every year the previous year's figures have been utilised as the 'base figure' for computation of the indices. Therefore, the above mentioned All India average manpower indices have been converted into comparable manpower index in the followed manner:-

(a) The All India average manpower index for the year 1973-74 is 95.5 has been taken as the starting point and considered as 100. This figure of 100 is multiplied with the All India average manpower index for 1974-75, which is 101.1 and divided by 100. We get the result as 101.1 which is the comparable All India average manpower index for the year 1974-75. The comparable manpower index figure of 101.1 (for the year 74-75) is then multiplied with an All India average manpower index for 75-76 which is 122.4 and is divided by 100, we then get the result 123.7, which is the comparable manpower index figure for the year 75-76. This process has been followed for the other years and the year-wise All India comparable average manpower indices obtained are shown below:-

	73-74	74-75	75-76	76-77	77-78	78-79
All India Comparable Average man- power index	100	101.1	123.7	132.8	130.9	121.4

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Quantum of payment:

The company to All India average manpower index for the year 1976-77 being the base is reckoned as the standard output index of 100. The employees will get 25 days wages as productivity linked bonus when their output index is identical to this level. For every fall of 1.1 below this level, the employees will lose one day's wage as bonus provided that no bonus will be payable if the output index goes below 92. For every rise of 1.65 above 100 the employees will get one day's extra wage as bonus over and above 25 days wages, subject to the maximum of 40 days wages.

S.No - 5(R)

Ministry of Defence(Finance)
(AG/PB)

Subject: Agenda Item No. 87.1 regarding revision of the PLB Formula of EME, AOC Navy and Air Force

D(JCM) may kindly refer to their ID No.20/1/2008/D(JCM) dated 7.12.2010 on the subject mentioned above. As indicated earlier, the relevant file of D(JCM) has been under reference to Deptt. Of Expenditure / Ministry of Finance vide Dy. No:89/AG/PB dated 20.3.2009 and they were reminded vide MoD(Fin) O.M.No. PC No. 13030/1/2009/AG/PB dated 18.5.2009, 19/20.11.2009, 17.9.2010 and 3.11.2010, copies of which were endorsed to D(JCM).

D(JCM) are aware that the Govt. has deferred decision on the VI CPC recommendations concerning PLB/PRIS. The issues involved are general in nature, covering several Deptts/Ministries of Central Govt. The policy decision to be taken by the Govt. in this regard would be applicable to all Ministries/Deptts. That may take some time. As there is no issue of financial concurrence at this stage, repeated reminders through the IFA may not be necessary. The issue being mainly administrative at this stage, there is no objection to D(JCM) taking up the matter directly with MoF at a higher level, if they so desire.

B. JS & Addl IFA(S) has seen.

(A.K. Gambhir)
DFA(AG)

Director(CP)
MoD(Fin) ID. No.237/AG/PB/09, dated 24.12.2010

3/30/2010 CP/10
28.12/10

(G.S.)
29.12.10

G/D(Aem)
3/01/2010

Mr. Dutt

Feed
Updated
28/12