

## GOVERNMENT OF KERALA

### Abstract

AD HOC BONUS SPECIAL FESTIVAL ALLOWANCE 1991-92 TO STATE  
GOVERNMENT EMPLOYEES PENSIONERS- SANTIONED-  
ORDERS ISSUED

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FINANCE (PRC-A) DEPARTMENT

G.O.(P) No. 508/92/Fin.

Dated , Thiruvananthapuram, 24th August , 1992.

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- Read:-
1. G.O.(P) No. 470/91/Fin . Dated 13-8-1991.
  2. G.O.(P) No. 515/91/Fin . Dated 27/9/1991.
  3. Circular No. 5/92/fin. Dated 25-2-1992.

### ORDER

Government are pleased to sanction Ad hoc Bonus/ Special Festival Allowance to the State Government Employees, Employees of aided Educational institutions, Full - time contingent employees and other categories of staff subject to the conditions specified in this order.

#### *Ad hoc Bonus*

- 2 All State Government employees (including personal staff of Ministers , Speaker, Deputy Speaker Leader of the Opposition and Chief Whips) the All India Service Officers working in connection with the affairs of the State, the employees of the aided educational institutions and staff of local bodies (drawing total emoluments up to and including RS. 2500 p. m. on 31-3-1992) will be paid ad hoc bonus for the year 1991-92 at the rate of one months emoluments for March 1992, before the ensuing Oman Festival subject to the following conditions.
  - (i) The total emoluments of the employees should not exceed RS. 25000 p. m. as on 31-3-1992.
  - (ii) Those drawing emoluments of more than RS. 1600 p.m. and not exceeding RS.2500 p.m. the ad bonus admissible will be calculated as if the emoluments were RS.1600 p.m. The term emoluments will mean and include basic pay , personal pay , special pay , personal Allowance and dearness allowance , but will not include interim relief, house rent allowance and other compensatory allowance. The personal allowance sanctioned to protect drop in Dearness Allowance on special pay will also be reckoned as emoluments for computing ad hoc bonus. In then case of employees who were on leave without allowance, half pay leave, study leave or leave not due during the month of March 1992, their and hoc bonus will be calculated based on the emoluments last drawn by them before proceeding on leave.
3. The ad hoc bonus will be admissible to such employees who were in service on 31-3-1992 and have at least 6 months continuous service during the financial year 1991-92. Those who have retried or even relived from service on or before 31-3-1992 and had put in 6 months continuous service during the financial year 1991-

- 92 will also be eligible for ad hoc bonus/ special festival allowance as the case may be.
4. The following categories will also be eligible to receive ad hoc bonus:
- (a) The NMR and permanent workers/ laborers and seasonal workers of all Departments including those working in Agricultural Farms, Seed Farms, Regional Work Shop etc. (for calculation of ad hoc bonus, variable dearness allowance will also be taken in to account in the case of employees drawing variable dearness allowance).
  - (b) The Employees of Government Presses will be given option either to draw bonus as admissible to other Government employees as per these orders or the performance allowance (including exgratia allowance if any) payable to industrial workers as usual. No revision of options will be allowed if any one of the above options is exercised by the employee.
  - (c) The provisional employees who got regular appointment through the Public Service Commission with not break provided they were in service as 31-3-1992 and have at least 6 months service during the financial year 1991-92
  - (d) Teacher who were in aided school service and get regular appointment in seven school through public service commission with not break provided they near in service on 31-3-1992 grace have at least 6 months continues service during the financial year 1991-92
  - © The regular employees who were under suspension during the whole or part of 1991-92 provided they have been re instated in services on or before the date of issue of this order and the period of suspension is treated as duty or eligible leave and drawn full salary for that period.
  - (f) Government employees who are working Corporations/ Public Sector Undertaking or Boards on Deputation basis provided they are otherwise eligible for ad hoe bonus.

#### Special Festival Allowance

5. The following categories of employees who are not eligible to draw bonus will be paid Special Festival Allowance @ RS. 500.
- (i) Those employees drawing total emolument s above RS .2500 p. m. on 31-3-1992 and who are not eligible to draw ad hoc bonus in terms of paras 2 to 4 above.
  - (ii) All regular/ temporary employees including personal staff of Ministers, Speaker , Deputy Speaker and Leader of the Opposition and Chief Whips and who joined service after 1-10-1991 and who are in service on the date of issue of this order.
  - (iii) Teachers deputed for training from Aided/ Government Schools who are eligible for Onam Advance under article 250 of the Kerala Financial Code.
  - (iv) Re- employed pensioners.
  - (v) Employees on contract appointment.
  - (vi) Provisional hands recruited through Employment Exchange who are in service on the day before the First Onam (8-9-1992) but whose services are not terminated before the Forth Onam (11-9-11920 ) irrespective of their length of service.

- (vii) All the teaching and Non -teaching staff of aided Anglo -Indian Schools which have not been brought under the direct payment system.
- (viii) Staff of the Sri Chitra Home .
- (ix) Honorary Sisters in Government Hospitals.
- (x) Honorary Physicians of Government Ayurveda College.
- (xi) Chainman of the Revenue Department on daily wages.
- (xii) All the Laborers working in the seed garden complex, Nilambur.
- (xiii) Permanent labors in Government departments.
  
- (xiv) Full time contingent employees in Government Departments , and local bodies and the contract employees of Kerala House, New Delhi. These who have put in 6 months continuous service on 31-3-1992 will have option to claim either ad hoc bonus or special festival allowance.
  
- (xv) Editor and Reporters of Indian Law Reports (Kerala Series)

6 The following categories of staff will be paid special festival allowance @ RS. 250.

- (i) Pollination workers who are in the list of Agricultural Departments and the workers under the sachems of spraying to control leaf rot disease of coconut palms implemented through Panchayats / Municipalities/ Corporations who are on the roll of Agriculture Department and are now employed by local bodies under instructions from the Agriculture department.
- (ii) Cattle Improvement Assistant in the Diary Development Department.
- (iii) Public Council.
- (iv) Life Guards of Tourism department who are in daily wages.
- (v) Family Planning Voluntary Workers who have worked at lest 30 days during the period from the last Onam holidays and Part-time contingent employees on daily wages recruited from their category of family planning voluntary Promoters or Trained Dais.
- (vi) Tribal Extension Workers of the Scheduled Tribes Development Department.
- (vi) Employees on daily wages who in service before the first Onam (i.e 8-9-1992) and whose service are not terminated before the fourth Onam (i.e 8-9-1992)
- (viii) The casual laborers / CLR workers and persons acting as substitutes in the place of regular employees in Government Departments, farm and local bodies provided they have put in 30 days work during the last one year beginning from the last Onam Holidays to the ensuing Onam Holidays, However , those who have put in a minimum of 200 days work during the period will be eligible for 30 days wages as ad hoc bonus and those who have put in less than 200 days work but more than 30 days work shall be eligible for ad hoc bonus proportionate to the days worked by them, subject to a minimum of RS.250. In the case of casual

workers /CLR workers who have been regularized in service, the period of eligibility as indicated above will also include the period of their service before regularization.

- 7 The following categories of employees will be paid special festival allowance at the rates noted against each:-

Category	Amount RS
(i) The patient employees of the Leprosy Hospital	185
(ii) The Anganawadi Workers/Helpers/ Ayahs and Balawadi Teachers/ Workers/Ayahs under Social welfare Departments, Rural Development , Scheduled Caste Development , Department and Scheduled Tribes Department.	140
(iii) The Conveners of Balawadi/ Anganawadi and the feeding Conveners of the upgraded regular feeding centers of the Rural Development Department.	110
(iv) The Kashaya Servants of Ayurveda Dispensaries.	60

#### **Pensioners**

8. (i) Service Pensioners who are not eligible for bonus or festival allowance as indicated in paras 3 and 5 above will be paid a special festival allowance @ RS. 100.(iii) Family Pensioners will be paid special festival allowance @ RS. 50.

Note.- The special festival allowance under any one of the above scheme alone will be paid if a pensioner comes within the purview of para8 (i)- (ii) above.

9. The categories of employees mentioned below will not be eligible to receive ad hoc bonus/ special festival allowance:-

- (i) Those who are eligible for bonus, ex-gratia or such other payments in lieu of ad hoc bonus.
- (ii) Those who were on leave without allowance as on 31st March , 1992 to take up employment abroad or within India or to join their spouses abroad or within India.

- 10: The Ad hoc Bonus/Special Festival Allowance due will be drawn before 31-3-1993. The amount will be debited to the head of account from which the pay and allowance/ wages/ pension of the individual concerned is drawn. In the case of employees of local bodies, the expenditure on account of payment of ad hoc

bonus/ special festival allowance will be met from the funds of the respective local bodies.

11. In the case of employees who are on deputation/ foreign service as on 31-3-1992 and if their service in the parent Department was more than 6 months during the year 1991-92, the bonus admissible will be drawn and disbursed by the parent department.
12. Self- drawing Officers may draw the ad hoc bonus / special festival allowance without authorization from the Accountant General as provided for in note 2 under rule 165 (d) of the Kerala Treasury Code.

By order of the Governor,

M. MOHAN KUMAR,

Commissioner and Secretary (Finance)

To

The Accountant General (A&E)/ (Audit) Kerala , Thiruvananthapuram  
All Heads of Departments and Offices.  
All Departments (All Sections) of the Secretariat  
The Secretary , Kerala Public Service Commission (with C.L)  
The Registrar, High Court of Ernakulam (with C.L)  
The Registrar, University of Kerala/Cochin /Calicut. (with C.L)  
The Registrar, Mahatma Gandhi University, Kottayam (with C.L)  
The Advocate General , Kerala, Ernakulam (with C.L)  
The Registrar , Kerala Agricultural University, , Thrissur (with C.L)  
The Secretary , Kerala State Electricity Board , (with C.L)  
The General Manager, Kerala State Road Transport Corporation, (with C.L)  
The Secretaries, Additional Secretaries, Joint Secretaries, Deputy Secretaries and Under Secretaries to Government  
The Secretary to Governor  
The Private Secretaries to the Chief Minister and other Ministers  
The Underl Secretary to the Chief Secretary  
The Private Secretaries to the Leader of Opposition and Government Chief Whip  
The Director of Public Relations, Thiruvananthapuram  
The Secretary, Pay Equalization Committee.