

GOVERNMENT OF KERALA

Abstract

AD HOG BONUS AND SPECIAL FESTIVAL ALLOWANCE 1998-99 TO STATE GOVERNMENT
EMPLOYEES AND PENSIONERS -ORDERS ISSUED.

FINANCE (LOANS) DEPARTMENT

G.O.(P) No 1700/99/Fin.

Dated, Thiruvananthapuram, 9th August 1999.

Read:- 1.G.O.(P) No. 1958/98/Fin dated 19-8-1998
2. G.O.(P) No. 3000/98/Fin dated 25-11-1998

ORDER

Government are pleased to section Ad hoc bonus /Special festival allowance to the state Government employees, employees of aided educational institution, full- time contingent employees and other categories of staff subject to the conditions specified in this order .

Ad hoc Bonus:

2. All Sate Government employees (including personal staff of Ministers, Speaker, Deputy Speaker, Leader of the opposition and Chief Whip) All India Service Office working in condition with the affairs of the State, employees of the aided educational institution, staff of the Local Bodies and employees of panchayat Raj Institution etc.drawing total emoluments up to and including Rs 5000 per month in the received scale pay as on 31-3-1999. will be paid ad hoc bonus for the year 1998-99 at the rate of one months emoluments for March 1999 before the ensuing Onam Festival; Subject to the following conditions.

i) The total emolument of the employees should not exceed Rs 5000 per month as on 31-3-1999.

(ii) For those drawing emolument of more than RS. 2,500 per month and not exceeding RS 5,3000 per month the ad hoc bonus will be calculated as if the emolument were RS. 2,500 per month. The term emolument will mean and include Basic Pay, Personal

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Pay, Special Pay, Personal Allowance and Dearness Allowance at 16% but will not include interim relief, House rent Allowance and other Compensatory Allowance. The Dearness Allowance sanctioned as per G.O.(P) No. 1450/99/Fin. dated 9-6-1999 will not be reckoned for computing the total emoluments as on 31-3-1999. The personal Allowance sanctioned to protected drop in Dearness Allowance in special, pay will also be reckoned as emolument or computing ad hoc bonus. In the case of employees who were on leave without Allowance, half pay Leave, study leave or leave not due during the month of March 1999, their ad hoc bonus will be calculated based on the emolument last drawn by them before proceeding on leave.

3. In the case of those who Opt to remain in the Pre- revised scale the total emoluments should not exceed Rs. 4250 (Total of Basic Pay, Personal pay, Special pay, Personal allowance and Dearness Allowance at 189%) as on 31-3-1999 to be eligible for ad hoc bonus.

4. The ad hoc bonus will be admissible to such employees who were in service on 31-3-1999 and have at least 6 months continuous service during the financial year 1998-99. Those who have retired or even relieved from service on or before 31-3-1999 and had put in 6 months continuous service during the financial year 1998-99 will also be eligible for ad hoc Bonus/ Special Festival Allowance as the case may be.

5. 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 Workshop 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 ex gratis allowance if any on of the above options is exercised by the employee.

© The provisional employees, who got regular appointments through the P.S.C. without break, provided they were in service on 31-3-1999 and have at least 6 months continuous service during the financial year 1998-99.

(d) Teachers who were in aided schools service and got regular appointments in Government schools through the P.S.C. without break, provided they were in service on 31-3-1999 and have at least 6 months continuous service during the financial year 1998-99.

(e) Part-time Teachers of Education Department who are drawing pay, in a scale of pay.

(f) Regular employees who were under suspension during the whole, or part of the year 1998-99 provided they have been reinstated in service and the period of suspension is treated as duty or eligible leave and have drawn full salary for that period.

(g) Government employees who are working in corporation public sector under takings or Boards on deputation basis provided they are otherwise eligible for ad hoc bonus. Ad hoc bonus will be paid to them at the rate admissible to them had they continued in the parent department.

Special Festival Allowance

6. The following categories of employees who are not eligible to draw bonus will be paid Special Festival Allowance @ RS. 1000.

(i) Those employees drawing total emoluments above RS 5000 in the revised scale and RS. 4250 in the pre revised scale per month on 31-3-1999 and who not eligible to draw ad hoc bonus in terms of paras 2 to 5 above.

(ii) All regular / temporary employees including personal staff of Ministers , Speaker , Deputy Speaker ,Leader of the Opposition and Chief Whip and who Joined service after 1-10-1998 and who are in service on the date of issue of this order and all regular P.S.C. hands who joined duty before 4th Onam 1999.

(iii) Teachers deputed for training from Aided/ Government School who are eligible for Onam Advance under Article 250 of the Kerala Financial Code Volume I.

(iv) Re- employed Pensioners.

(v) Employees on contract appointments

(vi) Provisional hands recruited through Employment Exchange who are in service on the day before the First On am (24-8-1999) but whose service are not terminated before the Fourth Onam (27-8-1999) irrespective of their length of service.

(vi) All the teaching and non -teaching staff of Aided Anglo Indian School which have not been brought under the direct payment system.

(viii) Staff of the Sir Chitra Home.

(ix) Honorary Physicians of Government Ayurveda Colleges.

(x) Honorary Sisters in Government Hospitals.

(xi) Chainmen of the Revenue Department on daily wages.

(xii) Permanent laborers in Government Departments.

(xiii) Full-time contingent employees in Government Department Local Bodies and the contract employees of Kerala House, New Delhi. Those who have put in 6 months continuous service on 31-3-1999 will have option to claim either ad hoc bonus or special festival Allowance.

(xiv) Editor and Reporters of India Law Reports (Kerala Series)

7. The following categories of staff will be paid special festival allowances @ Rs. 400.

(i) Pollination workers who are in the list of Agriculture Department and the workers under the scheme of spraying to control leaf rot disease of coconut palms implemented through Panchayats/ Municipalities/ Corporations who are on the role of Agriculture Department and are now employed by Local Bodies under instruction from the Agriculture Department.

(ii) Cattle improvement Assistants in the Dairy Development Department

(iii) Public Counsel

- (iv) Life Guards of Tourism Department who are on daily wages.
- (v) Family Planning Voluntary Warders who have worked at least 30 days during the period from the last Onam holidays to the ensuing Onam holidays and Part-time Contingent employees on daily wages recruited from the category of Family Planning Voluntary Promoters of Trained Dais.
- (vi) Tribal extension workers of the Scheduled Tribes Development Department.
- (vii) Employees on daily wages who are in service before the first Onam (i.e. 24-8-1999) and whose services are not terminated before the fourth Onam (27-8-1999)
- (viii) The Casual Laborers/CLR Workers and persons acting as substitutes in the place of regular employees in Government Departments, Farms 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. 400. 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.
- (ix) The Volunteers of Attappady hill Area Development Society.
- (x) Part-time contingent employees including those working in aided educational institutions will be eligible for either Special Festival Allowance or ad hoc bonus whichever is higher.

8. The Following categories of employees will be paid special festival allowances at the rates noted against each:-

Category	Amount Rs.
(i) The Patient employees of the Leprosy Hospitals	325
(ii) The Anganwadi/Balawadi teachers, workers under the Social Welfare Department, Rural Development Department, Scheduled Caste Development Department and Scheduled Tribe Development Department	425
(iii) Anganwadi/Balawadi Helpers and Ayahs	375
(iv) The Conveners of Balawadi/Anganwadi and Feeding Conveners of the upgraded regular feeding centers of the Rural Development Department	225
(v) Sweepers on consolidated remuneration	225
(vi) The Kashaya servants of Ayurveda Dispensaries	175

- Pensioners:
- 9. (i) Service pensioners who are not eligible for Bonus or Festival Allowance as indicated in para 4 and 6 above will be paid a Special Festival Allowance of Rs. 275
 - (ii) Family Pensioners will be paid Special Festival Allowance of Rs. 175
- Note: The Special Festival Allowance under any one of the above schemes alone will be paid, if a pensioner comes within the purview of para (i) and (ii) above. Similarly a serving employee who is in receipt of ad hoc bonus or Special Festival Allowance will not be eligible for Special Festival Allowance under item 9 (ii) above.

- (iii) Special Festival Allowance for retirees Leprosy Patient Employees and Part-time Contingent pensioners will be fixed at Rs. 175
10. 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 1999 to take up employment abroad within India or to join their spouses in India or abroad.
11. The ad hoc bonus/ special festival allowance will be drawn before 31-3-2000. The expenditure will be debited to the head of account from which the pay and allowances/wages/pension of the individual concerned is drawn. In the case of employees of Local Bodies, the expenditure on account of the payment of ad hoc bonus/Special festival allowance will be met from the funds of the respective Local Bodies.
12. In the case of employees who are on deputation/foreign service as on 31-3-1999 and if their service in the parent department was more than six months during the year 1998-99 the bonus admissible will be drawn and disbursed by the parent department.
13. Self drawing officers may draw the ad hoc bonus/ special festival allowance without authorization from the Accountant General provided for in Note 2 under Rule 165(d) of the Kerala Treasury Code Volume I.
14. Payment of ad hoc bonus/special festival allowance for 1998-99 will be made with effect from 16-8-1999

By Order of the Governor,
K. ABDUL AZEEZ,
Joint Secretary (Finance)

To

The Account General (A&E) , Kerala Thiruvananthapuram
The Principal Accountant General (Audit), Kerala. Thiruvananthapuram
The Heads of Departments and Officers.
All Departments All Section) of the Secretariat.
The Secretary, Kerala Public Service Commission (with C.L)
The Registrar, University of Kerala/ Cochin /Calicut (with C.L)
The Registrar, Mahatma Gandhi University, Kottayam (with C.L)
The Registrar, Kerala Agriculture University Thrissur (with C.L)
The Secretary, Kerala State Electricity Board (with C.L)
The General Manager, K.S.R.T.C. (with C.L)
The Registrar, High Court, Ernakulam (with C.L)
All Secretaries, Additional Secretaries, Joint Secretaries, Deputy Secretaries, and Under Secretaries, Joint Secretaries.

The Secretary, to Governor
The Private Secretaries to Chief Minister and Other Ministers.
The Private Secretaries to the Leader of Opposition and Government Chief Whip.
The Director of Public Relations, Thiruvananthapuram
The Additional Secretary to the Chief Secretary,
The Reserve Bank of India, Government and Bank Accounts (N.B.Section), Bandra (E)
Bombay (250 copies).
Head offices of all Nationalized Banks (250 copies)
The Chief Manager, Finance and Accountants, State Bank of Travancore.
Thiruvananthapuram
The Regional Manager, Union Bank of India Ernakulam.
The Regional Manager, Union Bank of India, Thiruvananthapuram
The Assistant Divisional Manager, Central Bank of India, Thiruvananthapuram
The Senior Manager, Canara Bank, Thiruvananthapuram
The Senior Manager, Circle Office (Annex) Canara Bank, Thiruvananthapuram
The Chief Regional Manager, state Bank of India, Thiruvananthapuram
The Divisional Manager , Syndicate Bank ,Thiruvananthapuram.
The Regional Manager, Indian Bank , Thiruvananthapuram.
The Regional Manager, Indian Overseas Bank, Thiruvananthapuram.
The Regional Manager, Vijaya Bank, Thiruvananthapuram.
The Director of Treasuries, Thiruvananthapuram.
The District Treasuries/ Sub Treasuries
The Accountant General (A&E) , Tamil Nadu, Madras.
The Accountant General (A&E), Andra Pradesh, Hyderabad.
The Accountant General (A&E), Karnataka, Bangalore,
The Accountant General (A&E), Maharashtra, Bombay.
The Accountant General (A&E), Rajasthan , Jaipur
The Accountant General (A&E), Gujarat, Ahammadabad
The Accountant General (A&E), Hariyana, Chandigarh
The Accountant General (A&E), Jammu & Kashmir, Srinagar,
The Principal Accounts Officer, Delhi Administration, Vikas Bhavan, New Delhi
The Accountant General (A&E), Himachal Pradesh, Simla.The Accountant General
(A&E) Madhya Pradesh, Gwalior,
The Accountant General (A&E) Orissa, Bhuvaneswar,
The Accountant General (A&E) , Uthar predesh ,Allahabad
The Accountant General (A&E) , Bihar, Ranchi,
The Accountant General (A&E), West Bengal , Calcutta
The Accountant General (A&E), Assam, Dispur, Gaughti.
The Accountant General (A&E), Manipur, Imphal.
The Accountant General (A&E), Thripura, Agartahla,
The Accountant General (A&E), Nagaland , Kohima.
The Principal Accounts Officer, Pondicherry.