

GOVERNMENT OF WEST BENGAL
Finance (Audit) Department
'NABANNA', Howrah – 711 102.

No. 1572(60)-F(P₂)

Dated: 18th April, 2022.

From: Manoj Pant
Principal Secretary to the
Government of West Bengal.

To: The Additional Chief Secretary/Principal Secretary/Secretary,
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Subject: **Payment of Bonus/Ex-gratia grant to the employees of Public Undertakings for the year 2021-2022.**

Sir,

You are aware that the payment of Bonus/Ex-gratia/recoverable festival advance is made every year to the employees of different Public Undertakings and that such payment are generally made before the autumnal festivals.

2. I am directed by the order of the Governor to say that the Governor has been pleased to take the following decisions:-

- (a) Where the payment of Bonus Act, 1965, as amended up to date, is applicable, bonus for the year 2021-2022 will be payable according to the statutory provisions of the said Act as amended up to date. The employees who drew salary or wages up to Rs.10,000/- p.m. will be entitled to the bonus in the current year, subject to the condition that the maximum amount payable to an employee in such case will be restricted to the amount admissible to those drawing emoluments upto Rs.3,500/- p.m. Similarly, where ex-gratia is paid in lieu of bonus under the Payment of Bonus Act, 1965, the same provisions will have to be followed for the purpose of payment of ex-gratia.
- (b) (i) The employees of the Public Undertakings who are guided by the Payment of Bonus Act, 1965, as amended up to date, but are not eligible to get Bonus/ex-gratia in lieu of bonus under the said Act on account of their revised emoluments having been exceeded Rs.10,000/- p.m. as on 31.03.2022 may be allowed to draw an ex-gratia grant of Rs.4,800/- per head provided their revised emoluments as on 31.03.2022 did not exceed Rs.37,000/- p.m.
(ii) In the Public Undertakings/Statutory Bodies where the Payment of Bonus Act, 1965, as amended up to date, is not applicable but ex-gratia in lieu of bonus is sanctioned to the employees strictly following the provisions of the Payment of Bonus Act, 1965, the employees of the said Undertakings/Statutory Bodies may also be granted an ex-gratia grant of Rs.4,800/- per head provided their revised emoluments as on 31.03.2022 exceeded Rs.10,000/- p.m. but did not exceed revised emoluments of Rs.37,000/- p.m.

Recoverable advance of maximum limit of Rs.14,000/- may be sanctioned to the employees of Public Undertakings/Statutory Bodies not coming under the purview of Bonus/Ex-gratia provided their revised emoluments exceeded Rs.37,000/- p.m. but did not exceed Rs.47,000/- p.m. as on 31.03.2022 and also provided that the advance paid last year has been recovered in full.

3. While sanctioning Bonus/Ex-gratia in lieu of Bonus, the following principles shall be observed:-

- (i) Bonus at the statutory minimum rate will be paid to the employees of Public Undertakings/Statutory Bodies, who come under the purview of the Payment of Bonus Act, 1965, as amended up to date.

