

No.20(6)/2024-D(JCM)  
Government of India  
Ministry of Defence

New Delhi, dated the 01<sup>st</sup> November, 2024

To

The Chief of the Naval Staff,  
New Delhi.

Subject: Productivity Linked Bonus for the Defence civilians employees of the Indian Navy for the financial year 2023-2024.

Sir,

I am directed to refer to the Productivity Linked Bonus (PLB) Scheme circulated vide this Ministry's letter No. F-24(9)/80/D(JCM), dated 28<sup>th</sup> September, 1983 as amended from time to time and to convey the sanction of the President to the payment of 40 days (forty days) wages as PLB for the financial year 2023-2024 to the eligible Defence civilian employees of the Indian Navy.


2. The entitlement has been worked out on the basis of the working results for the financial year 2023-2024 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 Navy who are covered under PLB Scheme for the Accounting Year 2023-2024. The calculation ceiling of Rs.7000/- ( $7000 \times 40 / 30.4$ ) and other terms and conditions of the PLB Scheme will remain unchanged.
4. Productivity Linked Bonus (PLB) to the casual labourer will be paid at the assumed wages of Rs.1200/-p.m. ( $1200 \times 40 / 30.4$ ) for the Accounting Year 2023-2024. 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 financial year 2024-2025, without any additionality.

  
1.11.2024

Contd...2/-

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6. This issues with the concurrence of the Ministry of Finance (Deptt. of Expenditure) conveyed vide their I.D. Note No 11.04/2020-E.III-A dated 01.11.2024 and MoD(Fin) ID Note No.28028/02/22-AG/PD dated 01.11..2024.

Yours faithfully,  
  
11/11/2024  
(Gopal Mehra)

Under Secretary to the Govt. of India

**Copy to:**

The CGDA New Delhi  
DADS, New Delhi  
CDA (Central Command), Meerut  
CDA [W.C.], Chandigarh  
CDA [S.C.], Pune  
CDA [E.C.], Patna  
CDA [Navy], Mumbai  
All Dy. DADs

The Audit Office, Defence Services, Allahabad and Secunderabad

The Dy.CDA I/C, Pay Section, New Delhi, Ministry of Defence [2 copies]  
DFA [Budget]  
DFA [Navy]  
DFA(AG)

The Area Accounts Officer, CDA (Navy), Visakhapatnam and Kochi (with a copy signed in ink)

JS [Pers], Ministry of Finance [Deptt. of Expenditure]

All Staff Side Members of Departmental Council (JCM)

Copy Signed in ink to:

All Controllers of Defence Accounts.

Copy for information to:

1. PS to Hon'ble RM/RRM
2. SO to Defence Secretary
3. D(IT): with request to upload the same on MoD website.

No.20(7)/2024-D(JCM)  
Government of India  
Ministry of Defence

New Delhi, dated the 01<sup>st</sup> November, 2024

To

The Chief of the Air Staff,  
New Delhi.

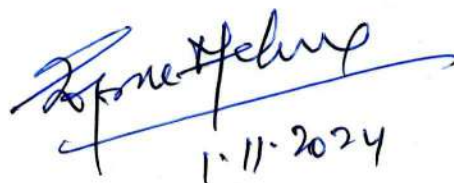
Sub: Productivity Linked Bonus for the eligible Industrial civilian employees of the Indian Air Force for the financial year 2023-2024.

Sir,

I am directed to refer to the Productivity Linked Bonus (PLB) Scheme circulated vide this Ministry's letter No. F-24(10)/80/D(JCM), dated 28<sup>th</sup> September, 1983 as amended from time to time and to convey the sanction of the President to the payment of 40 days (Forty days) wages as PLB for the year financial 2023-2024 to the eligible industrial civilian employees of the Indian Air Force.

2. The entitlement has been worked out on the basis of the working results for the financial year 2023-2024 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 Air Force who are covered under PLB Scheme for the Accounting Year 2023-2024. 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(PLB) to the casual labourer will be paid at the assumed wages of Rs.1200/-p.m. (1200x40/30.4) for the Accounting Year 2023-2024. 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 financial year 2024-2025, without any additionality.

Contd....2/-


  
1.11.2024



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6. This issues with the concurrence of the Ministry of Finance (Deptt. of Expenditure) conveyed vide their I.D. Note No. 11-03/20-EIII-A dated 01.11.2024 and MoD(Fin) ID Note No. 28028/01/2022-AG/PB dated 01.11.2024.

Yours faithfully,

  
1.11.2024  
(Gopal Mehra)

Under Secretary to the Govt. of India

**Copy to:**

CGDA New Delhi  
DADS, New Delhi  
CDA (Central Command), Meerut  
CDA [W.C.], Chandigardh  
CDA [S.C.], Pune  
CDA [E.C.], Patna  
CDA [Air Force], Dehradun  
All Dy. DADs  
The Audit Office, Defence Services, Allahabad and Secunderabad  
The Dy.CDA I/C, Pay Section, New Delhi, Ministry of Defence [2 copies]  
Air HQ/PC Dte.  
DFA [Budget]  
DFA(AG)  
JS [Pers], Ministry of Finance [Deptt.of Expenditure]  
All Staff Side Members of Deptl. Council (JCM)

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Copy for information to:

1. PS to Hon'ble RM/RRM
2. SO to Defence Secretary
3. D(IT): with request to upload the same on MoD website.

No.20(8)/2024-D(JCM)  
Government of India  
Ministry of Defence

New Delhi, dated the 6<sup>th</sup> November, 2024

To

The Chief of the Army Staff,  
New Delhi.

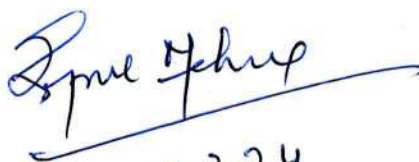
Sub: Productivity Linked Bonus for the eligible Defence civilian employees of the Army Ordnance Corps (AOC)/Indian Army for the financial year 2023-2024.

Sir,

I am directed to refer to the Productivity Linked Bonus(PLB) Scheme circulated vide this Ministry's letter No. F-24(9)/80/D(JCM) dated 28<sup>th</sup> September, 1983 as amended from time to time and to convey the sanction of the President to the payment of 40 days (forty days) wages as PLB for the financial year 2023-2024 to the eligible industrial civilian employees of the AOC/Indian Army.

2. The entitlement has been worked out on the basis of the working results for the financial year 2023-2024 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 AOC/Indian Army who are covered under PLB Scheme for the Accounting Year 2023-2024. The calculation ceiling of Rs.7000/-( $7000 \times 40/30.4$ ) and other terms and conditions of the PLB Scheme will remain unchanged.
4. Productivity Linked Bonus(PLB) to the casual laborer will be paid at the assumed wages of Rs.1200/-p.m. ( $1200 \times 40/30.4$ ) for the Accounting Year 2023-2024. 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 financial year 2024-2025, without any additionality.

Contd...2/-

  
1.11.2024

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6. This issues with the concurrence of the Ministry of Finance (Deptt. of Expenditure) conveyed vide their I.D. Note No. 11/18/2019-EIII-A- dated 01.11.2024 and MoD (Fin) vide their ID Note No. 28028/03/2022-AG/PB dated 01.11.2024.

Yours faithfully,



(Gopal Mehra)

Under Secretary to the Govt. of India

**Copy to:**

The CGDA New Delhi  
DADS, New Delhi  
DGOS/Army HQ  
MGO/Army HQ  
CDA (Central Command), Meerut  
CDA [W.C.], Chandigarh  
CDA [S.C.], Pune  
CDA [E.C.], Patna  
All Dy. DADs  
The Audit Office, Defence Services, Allahabad and Secunderabad  
The Dy.CDA I/C, Pay Section, New Delhi, Ministry of Defence  
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DFA(AG)  
JS [Pers], Ministry of Finance [Deptt.of Expenditure]

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