



GOVERNMENT OF KERALA

Abstract

Labour & Skills Department – Rehabilitation Plantations Limited, Punalur – Payment of Bonus and other allowances to the employees of the Company for the year 2021-2022 - Sanction accorded – Orders issued.

LABOUR & SKILLS (J) DEPARTMENT

G.O.(Ms)No.39/2022/LBR

Dated,Thiruvananthapuram, 02-09-2022

Read 1. G.O.(P) 74/2022/LBRD dated 25/07/2022

2. Letter No.RPL/F-3003/2022/1479 Dated 26/08/2022 from the Managing Director, Rehabilitation Plantations Limited.Punalur.
3. Minutes of the Meeting held on 22/08/2022
4. G.O(Rt) 1042/2022/LBRD Dated 02/09/2022

ORDER

Government vide Order dated, 25/07/2022 read as 1st paper above has issued guidelines for payment of Bonus for the year 2021-2022. As per the Government Order, payment of Bonus should be strictly in accordance with the conditions stipulated in the Payment of Bonus Act and its amendments and the eligibility of Bonus is limited to the employees who are drawing monthly salary upto Rs.24,000/-.

2) The Managing Director, Rehabilitation Plantations Limited, Punalur vide letter read as 2nd paper above has reported that the company is facing severe fund crunch and has sought financial assistance from Government for the payment of Bonus and other festival allowances to the workers as in the previous years.

3) Government have examined the entire matter in detail and are pleased to accord sanction for the payment of Bonus and other allowances to the employees of Rehabilitation Plantations Limited, Punalur, for the year 2021-22 as detailed below:

i. An amount equal to 20% (Twenty Percentage) of the total earnings of the workmen for the year 2021-2022 as Bonus subject to the provisions of the Payment of Bonus guidelines issued by Government in force as on date.

ii. Production incentive to all employees to the tune of 1% (one percentage) of their earnings during the year 2021-2022 subject to salary limits for bonus as per the Bonus Act and subsequent Bonus (Amendment Act 2015) in force as on date.

iii. An amount of 14,650/- (Rupees Fourteen thousand Six hundred and fifty only) as Special Festival allowance to those employees who are not eligible for bonus as per the Bonus (Amendment) Act. They will not be eligible for any special festival allowance sanctioned by Government.

iv. A sum of 7,920/- (Rupees Seven thousand Nine hundred and Twenty only) to all employees who have worked during the year 2021-2022 as Onam Gift. This amount will be subject to pro-rata deduction based on their attendance in the case of employees whose attendance is below 50%. Loss of attendance due to illness will be ignored.

v. The amounts under (ii) and (iv) above will be paid to the employees who are drawing above 24,000/- (Rupees Twenty four thousand only) per month subject to the salary limit as per payment of Bonus Act.

The Company has to find fund at its own level to meet the additional amount needed for the Payment of Benefits, apart from the amount sanctioned by the Government Order read as 4th paper above.

The Managing Director, Rehabilitation Plantations Limited will furnish a detailed statement regarding the disbursal of the benefits to the employees before the Government during the ensuing month.

(By order of the Governor)

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ADDITIONAL SECRETARY

To:

The Managing Director, Rehabilitation Plantations Limited , Punalur
The Under Secretary to Government of India, Ministry of Home Affairs
Rehabilitation Division, Jaisalmer House, Mansingh Road, New Delhi
(With CL).

The Labour Commissioner

The Principal Accountant General (Audit/A&E), Thiruvananthapuram
Labour & Skills (D) Department.

The information & Public Relations Department (for publishing in the
Website)

Stock File / Office Copy.

Forwarded /By order

Section Officer

Copy to : PS to Hon'ble Minister (G.Edn & Labour Department)

CA to Secretary, Labour & Skills Department

CA to Additional Secretary, Labour & Skills Department

Under Secretary.