

No. 10(2)2014/D(Estt/NG)  
Government of India  
Ministry of Defence  
(Department of Defence Production)

New Delhi dated 23<sup>rd</sup> September, 2014.

To  
The Chairman,  
Ordnance Factory Board,  
10-A, S.K. Bose Road,  
Kolkata - 700 001.

New Delhi

The Director General of Quality Assurance,  
New Delhi

The Director General of Aeronautical Quality Assurance,  
New Delhi

Subject: Payment of Productivity Linked Bonus to Civilian Employees of  
Defence Production Establishments for the year 2013-14

Madam/Sir,

I am directed to refer to this Ministry's Letter No. 48(4)/98/D(B&C) dated 27<sup>th</sup> July, 2000 on the above subject and to convey the sanction of the President to payment of Productivity Linked Bonus for the year 2013-14 equivalent to 40 days wages to the eligible employees in Defence Production Establishments as mentioned therein with an overall ceiling of wages of Rs. 3500/- per month.

2. The casual labour who has worked for at least 240 days, in each year, for 03 years or more, will be eligible for this PLB payment. The amount will be paid on a notional monthly wages of Rs. 750/-. In case where the actual emoluments fall below Rs. 750/- per month, the amount will be calculated on actual monthly emoluments. All payments under these orders will be rounded off to the nearest rupee.

3. The above sanction is subject to the following conditions:-



(a) OFB will submit a Monthly Status report on the progress achieved to review the formula for calculation of PLB which otherwise would have been reviewed after three years from implementation i.e. from the accounting year 1999-2000.

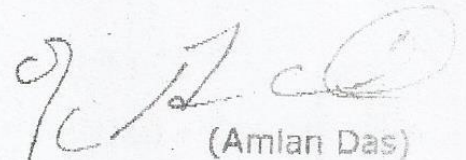
(b) GMs of each of the respective factories should submit the Certificate regarding standard man-hours for jobs whenever there is a change in production processes or when new labour saving machines are introduced, incorporating the following details:-

- (i) Standard Man Hours before the installation of CNC Machines.
- (ii) Standard Man Hours after the installation of CNC Machines.
- (iii) Difference between the above two leading to savings in Standard Man Hours.

In the event of more than one CNC Machine being installed on two different occasions, each time figures are to be updated for additional subsequent addition of CNC Machine.

4. The expenditure will be debited to Major Head 2079 of the Defence Services Estimates (Ordnance Factories).

5. This issues with concurrence of Ministry of Finance and MoD (Finance Division) vide their Dy. No. 471/IF/DP-I dated 23.09.2014.



(Amlan Das)

Under Secretary to the Govt. of India

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