



## **ABSTRACT**

Cooperation – Payment of bonus and ex-gratia to the employees of the Cooperative Societies for the year 2014-2015 payable in the year 2015-2016-Orders Issued.

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Cooperation, Food and Consumer Protection (CC1) Department

G.O.(D) No.287

Dated: **02.11.2015**

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Read:

From the Registrar of Cooperative Societies letter  
Rc.No.80479/2015/ SF3, dated 13.10.2015.

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## **ORDER:**

In the letter read above, Registrar of Cooperative Societies has requested the Government to issue orders for payment of bonus and ex-gratia to the Employees of Cooperative Societies for the year 2014-2015 payable in the year 2015-2016.

2. The Government after careful examination of the proposal of the Registrar of Cooperative Societies, order that the bonus and ex-gratia to the Employees of Cooperative Societies for the year 2014-2015 payable in the year 2015-2016 be paid as follows:-

- (i) Cooperative Societies which don't have allocable surplus may be allowed to pay Bonus to their employees drawing a grade pay of Rs.4,300/- in the pay band of Rs.9,300-34,800 and below (pre revised scale of pay of Rs.5,300-150-8,300 and below). Bonus may be calculated at 8.33% and Ex-gratia at 1.67%, subject to the salary ceiling limit of Rs.3,500/- and in relaxation of the eligibility salary ceiling of Rs.10,000/- as per the Payment of Bonus Act, 1965.
- (2) Cooperative Societies which have allocable surplus may be allowed to pay Bonus to their employees drawing a grade pay of Rs.4,300/- in the pay of Rs.9,300-34,800 and below (pre revised scale of pay of Rs.5,300-150-8,300 and below) subject to the salary ceiling limit of Rs.3,500/- and in relaxation of the eligibility salary ceiling of Rs.10,000/- as per the Payment of

Bonus Act, 1965, bonus upto 20% for the year 2014-2015 payable in the year 2015-2016. In case, the bonus payable based on allocable surplus is less than 10%, bonus and ex-gratia together not exceeding 10%, may be allowed to be paid.

- (3) For the employees working in Apex Level and District Level Co-operative Societies, (except Tamil Nadu State Apex Cooperative Bank and Central Co-operative Banks) which do not come under the purview of the Payment of Bonus Act, 1965, an ex-gratia of Rs.1,500/- and in respect of employees of Primary Co-operative Societies, which do not come under the purview of the Payment of Bonus Act, 1965, an ex-gratia of Rs.1,200/- may be allowed for the year 2014-2015 payable in the year 2015-2016.
- (4) For the Employees of the Tamil Nadu State Apex Cooperative Bank and Central Co-operative Banks who come under the common category viz., Subordinate Staff and Assistant alone, bonus and ex-gratia may be sanctioned for the year 2014-2015 payable during 2015-2016 subject to the condition that the pay scale of the Subordinate Staff and Assistant does not exceed Rs.39,100/-(Rs.34,800 + Rs.4,300 Grade pay).
- (5) In the case of employees falling under the above salary limit who worked for part of the year 2014-2015, bonus and ex-gratia may be paid proportionately.

4. Further, the Government also order that the Cooperative Institutions shall not seek any financial assistance from Government for this purpose.

5. This order issues with the concurrence of Finance Department vide its U.O. No. 4443/FS/P, dated 16.10.2015.

(By order of the Governor)

SHIV DAS MEENA  
PRINCIPAL SECRETARY TO GOVERNMENT

To

The Registrar of Cooperative Societies, Chennai-10

Copy to:

The Chief Minister's Office, Chennai-9

The Special P.A. to Minister (Cooperation), Chennai-9

The Principal Secretary to Government, Finance Department, Chennai-9

The Finance (BPE) Department, Chennai-9

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// Forwarded by order //

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SECTION OFFICER

