



## **ABSTRACT**

State Public Sector Undertakings- Sanction of Bonus and Ex-gratia to the employees of State Public Sector Undertakings for the year 2012-13 payable during 2013-14- orders issued.

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### **FINANCE (BPE) DEPARTMENT**

**G.O.Ms.No.377**

**Dated:18.09.2013**  
**Vijaya, Puratasi-2**  
**Thiruvalluvar Andu 2044**

### **ORDER**

The Government issue the following orders for the payment of Bonus and Ex-gratia for the year 2012-13 payable during 2013-14 to the workers and employees of State Public Sector Undertakings:-

- (i) All workers and employees of State Public Sector Undertakings who are drawing a Grade pay of Rs.4300 in the scale of pay of Rs.9300-34800 and below (Pre-revised scale Rs. 5300-150-8300 and below) i.e.those who are in the 'C' and 'D' Groups, irrespective of their eligibility, be paid a minimum Bonus of 8.33% and Ex-gratia of 1.67% before 30.9.2013 to claim it as an eligible expenditure under Income Tax Act 1961, subject to the salary ceiling limit of Rs.3500/- for the purpose of determination of Bonus for the year 2012-13 and in relaxation of the eligibility salary ceiling of Rs.10,000/- as per the Payment of Bonus Act, 1965.
- (ii) Those State Public Sector Undertakings, which can pay Bonus over and above the statutory minimum Bonus, based on allocable surplus calculated as per the Payment of Bonus Act,1965, may pay higher bonus upto 20% before 30.9.2013 to claim it as an eligible expenditure under Income Tax Act 1961,subject to the salary ceiling limit of Rs.3500/- for the purpose of determination of Bonus for the year 2012-13 to the workers and to the employees in the 'C' and 'D' Groups and in relaxation of the salary ceiling of Rs. 10,000/- as per the Payment of Bonus Act, 1965. In case, the Bonus payable based on allocable surplus is less than 10%, Bonus and Ex-gratia together not exceeding 10% shall be paid.
- (iii) In the case of employees falling under the above salary limit, who worked for part of the year 2012-13, the Bonus and Ex-gratia may be proportionately paid;

- (iv) In respect of the workers / employees of State Transport Undertakings, Tamil Nadu Generation and Distribution Corporation, Tamil Nadu Co-operative Milk Producers' Federation, Tamil Nadu Civil Supplies Corporation, Poompuhar Shipping Corporation and Plantation workers of Tamil Nadu Tea Plantation Corporation Limited, Arasu Rubber Corporation Limited and Tamil Nadu Forest Plantation Corporation Limited, the Administrative Departments concerned of the Secretariat will issue separate orders.
- (v) In respect of the employees under 'A' and 'B' Group, separate orders for payment of Special Adhoc Bonus / Ex-gratia will be issued based on the orders, if any, issued for Government employees during Pongal Festival, 2014.

(BY ORDER OF THE GOVERNOR)

**K.SHANMUGAM**  
PRINCIPAL SECRETARY TO GOVERNMENT

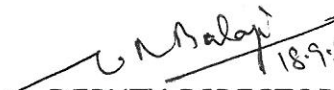
To


The Chief Executive Officers of all State Public Sector Undertakings

Copy to

PS to the Principal Secretary (Finance)  
PS to the Secretary (Expenditure),  
All Departments of Secretariat (Except Law and Legislative Assembly)  
The Accountant General, Chennai-6  
The Accountant General, Chennai-18  
All Finance Directors

// Forwarded // By order//

  
18.9.2013  
DEPUTY DIRECTOR

  
18.09.2013