



**ABSTRACT**

State Public Sector Undertakings - Sanction of Bonus and Ex-gratia to the employees of State Public Sector Undertakings for the year 2007-08 - Payable during 2008-09 - Orders issued.

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**Finance (BPE) Department**

G.O.Ms.No.434

Dated: 3.10.2008.

Read:

G.O.Ms.No. 388, Finance (BPE) Department, Dated: 11.09.2008.

**ORDER:**

The Government in the G.O. read above, have issued orders for the payment of Bonus as per the Payment of Bonus Act, 1965, for the year 2007-08 payable during 2008-09 to the employees of State Public Sector Undertakings / Statutory Boards / Co-operative institutions etc., before 30.09.2008 to claim it as an item of deductible expenditure under Income Tax Act.

In continuation to the above orders, the Government issue the following orders for the payment of Bonus and Ex-gratia for the year 2007-08, payable during 2008-09 to the workers and employees of State Public Sector Undertakings:-

- (i) All workers and employees of State Public Sector Undertakings who are in the scale of pay of Rs.5300-150-8300 and below i.e. those employees who are in the C & D Groups, who are not eligible as per the earlier orders issued in G.O. read above, be paid a minimum Bonus of 8.33% and Ex-gratia of 1.67% for the year 2007-08, in relaxation of the salary ceiling limit of Rs. 10,000/-.
- (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, who do not come under the purview of the G.O. read above, may pay a higher bonus upto 20% to the workers and the employees in the C & D Groups in relaxation of the salary ceiling of Rs. 10,000/-. 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) The Bonus already paid in accordance with the orders issued in the G.O. read above should be adjusted.
- (iv) In the case of employees who worked for the part of the year 2007-08, the Bonus / Ex-gratia may be proportionately reduced.
- (v) In respect of the employees of State Transport Undertakings, Tamil Nadu Electricity Board, 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 and Tamil Nadu Forest Plantation Corporation Limited, the concerned Administrative Departments of the Secretariat will issue orders separately, as has been done in the previous year.
- (vi) In respect of the employees under A & B Group, separate orders for payment of Special Adhoc Bonus / Ex-gratia will be issued based on orders, if any, issued for Government employees during Pongal Festival, 2009.

K. GNANADESIKAN  
Principal Secretary to Government


To  
The Chief Executives of all State Public Sector Undertakings  
{except the State Public Sector Undertakings/Board/Co-operative Federation mentioned  
in para (v) above}

Copy to:

All Secretaries to Government, 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 //

  
31/01/08  
ASSISTANT DIRECTOR.

  
3.7.08