

**F.No. WRC/32/8/2009 Vol. III  
FOOD CORPORATION OF INDIA  
HEADQUARTERS, KHADYA SADAN  
16-20, BARAKHAMBA LANE  
NEW DELHI**

**Dated: 19.03.2018**

**(CIRCULAR NO. WR-11-2018-05)**

**Sub: Release of Productivity Linked Incentive for the years 2014-15 and 2015-16- Reg**

Reference invited to FCI Headquarters Circular No WR-11-2017-08 dated 03.08.2017 in regard to regulation of PLI payments to the eligible beneficiaries. This circular is impugned in the Writ Petition WP (C) No. 8342/2017 filed by the Staff Union before the Delhi High Court.

2. As the subject matter is subjudice before the Delhi High Court, the tenability of releasing final PLI for FY 2014-15 and FY 2015-16 was examined and it was decided in consultation with legal division to release the leftover PLI for FY 2014-15 and FY 2015-16 at the enhanced ceiling limit of Rs. 21,000 per month to the beneficiaries against whom no recoveries are due from FY 2010-11 onwards.

3. As the Government of India has approved payment of PLI at the enhanced ceiling limit of Rs. 21,000/- per month w.e.f. 2014-15, the same may be released to the beneficiaries against whom no recoveries are due from FY 2010-11 onwards subject to the following conditions:

(i) Productivity Linked Incentive for 2014-15 and 2015-16 @ 15% of the (Basic Pay including Grade Pay + IDA/CDA), as the case may be, maybe released to the employees below Board level and Departmental/Direct Payment System labourers employed under minimum guarantee wages(except FCI Departmental labourers of Chennai/Vizag ports who are not eligible for PLI payment) who fulfill the condition laid down in point no. 2 above.

(ii) Wherever (Basic Pay including Grade Pay + IDA/CDA) exceeds Rs. 21,000/- per month, the PLI will be computed on emoluments restricted to Rs. 21,000/- per month only. Therefore, the maximum PLI payable to any eligible employee/labourer for the above years shall be Rs. 37,800/-.

(iii) PLI shall be payable to all eligible employees/labourers who were on the rolls of the Corporation between 01.04.2014 and 31.03.2016. Employees/labourers who have not rendered full period of service between 01.04.2014 and 31.03.2016 shall be paid proportionately taking into account completed calendar months of service.

(iv) PLI shall not be admissible to apprentices/trainees including Management Trainees and FCI personnel working on deputation/lien holder in other organizations.

(v) The amount already paid against PLI for the years 2014-15 and 2015-16 vide letters dated 11.08.2016 and 07.10.2016 (**copies enclosed**) shall be adjusted against the actual payment due.

(vi) PLI will be deducted on a pro-rata basis for any type of leave, except Casual Leave, availed beyond 60 days (whether continuously or in breaks). In these cases, PLI amount will be deducted for the number of days exceeding 60. No PLI will be paid for periods during which employee was on leave without pay.

(vii) The ceiling limit of 50% of Basis Pay and the allowances/perks to be included in this limit, as laid down in Circular dated 03.08.2017 shall be strictly adhered to.

(viii) The PLI payments are being made without prejudice and subject to final outcome of the pending writ Petition.

All other terms & conditions applicable to the new PLI Scheme shall remain unchanged.

This issues with the approval of the Competent Authority.

  
(Devesh Kumar Yadav)  
General Manager (Personnel)

**Distribution: As per enclosed list.**

