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Gram : 'FOODCORP'
फ़ोन नं. : एचएफसीआई एनडी
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Dated: 10.10.2018

Circular No. 08 /2018

Sub:- Ex-gratia Payment to the eligible DPS/ NWNP System labourers for the financial year 2017-18.

It has been decided to release Ex-gratia payment equal to 8.33% of wages/earnings to eligible DPS / "No Work No Pay" System labourers as per the revised provisions of the Payment of Bonus Act(Amendment) 2015 within the ceiling stipulated thereof, for the financial year 2017-18 subject to the condition that:-

(i) Where wage/earnings* exceed Rs 7000/- (Rupees Seven thousand only) per month, the amount of wages/earning for the purpose of calculation of ex-gratia in lieu of bonus will be restricted to Rs 7000/- (Rupees Seven thousand only) per month.

(ii) The Ex-gratia is payable only to those drawing wage /earnings upto Rs 21,000/- (Rupees Twenty-one Thousand only) per month.

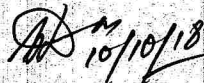
*In the case of labourers working under Direct Payment System (DPS), the total earnings including Minimum Guaranteed Wages should be taken into consideration as 'Wage' for calculation of Ex-gratia. Similarly, in case of 'No Work No Pay' System workers the actual earnings of each worker per month during the year should be taken into consideration as 'Wage' for calculation of Ex-gratia.

2. The concerned labourers must have worked at least for 30 days during the accounting year and has identity and attendance, duly verified and certified at appropriate levels.

3. The retired labourers are eligible for Ex-gratia payment subject to same terms and conditions regarding eligibility and admissibility as per orders ibid.

4. The advance against Ex-gratia if paid to the workers during the above years may be adjusted from the amount due as Ex-gratia for the years in question.

This issues with the approval of Competent Authority.



(Bidrohi Das)

Dy. General Manager (IR-L)

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