

GOVERNMENT OF KERALA

**Abstract**

AD HOC BONUS AND SPECIAL FESTIVAL ALLOWANCE 1993-94 TO STATE  
GOVERNMENT EMPLOYEES AND PENSIONERS - ORDERS ISSUED

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FINANCE (P.R.U.) DEPARTMENT

**G.O (P) 502/94/Fin.**

**Dated, Thiruvananthapuram, 5th September, 1994**

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Read: - G.O (P) No. 420/93/Fin. dated 10-8-1993

**ORDER**

Government are pleased to sanction Ad hoc Bonus/Special Festival Allowance to the State Government employees, employees of aided educational institutions, full time contingent employees and other categories of staff subject to the conditions specified in this order.

*Ad hoc bonus*

2. All State Government employees (including personal staff of Ministers, Speaker, Deputy Speaker, Leader of the Opposition and Chief Whip), All India Service Officers working in connection with the affairs of the State employees of the aided educational institutions and staff of local bodies, (drawing total emoluments up to and including Rs.2500 p.m. on 31-3-1994) will be paid ad hoc bonus for the year 1993-94 at the rate of one month's emoluments for March 1994 before the ensuring Onam festival subject to the following conditions:

(i) The total emoluments of the employees should not exceed Rs. 2500 p.m. as on 31-3-1994.

(ii) For those drawing emoluments of more than Rs. 1600 p.m. and not exceeding Rs. 2500 p.m., the Ad hoc bonus will be calculated as if the emoluments were Rs. 1600 p.m. The term 'emoluments' will mean and include basic pay, personal pay, special pay, personal allowance and dearness allowance, but will not include interim relief, house rent allowance and other compensatory allowance. The rate of dearness allowance for the purpose of this order will be those sanctioned with effect from 1-1-1993 in G.O (P) No. 331/94/Fin. dated 19-4-1994. The personal allowance sanctioned to protect drop in Dearness Allowance on special pay will also be reckoned as emolument for computing for computing ad hoc bonus. In the case of employees who were on leave without allowance, half pay leave, study leave of leave not due during the month March 1994 their ad hoc bonus will be calculated based on the emoluments last drawn by them before proceeding on leave.

(iii) The excess amount, if any, paid to employees who move above the limit of Rs. 2500 for bonus eligibility on account of the fixation of pay consequent on implementation of central pay parity will be adjusted against the arrears on that account.

(3) The Ad hoc bonus will be admissible to such employees who were in service on 31-3-1994 and have at least 6 months continuous service during the financial year 1993-94. Those who have retired or even relieved from service on or before 31-3-1994 and had put in 6 months continuous service during the financial year 1993-94 will also be eligible for ad hoc bonus/special festival allowance as the case may be.

(4) The following categories will also be eligible to receive ad hoc bonus.

(a) The NMR and permanent workers/laborers and seasonal workers of all Departments including those working in Agricultural farms, Seed Farms, regional Workshops etc. (for calculation of ad hoc bonus, variable dearness allowance will also be taken into account in the case of employees drawing variable dearness allowance).

(b) The employees of Government Presses will be given option either to draw bonus as admissible to other Government employees as per these orders or the performance allowance (including exgratia allowance if any) payable to industrial workers as usual. No revision of options will allowed, if any one of the above options is exercised by the employee.

(c) The provisional employees who got regular appointments through the P.S.C. without break provided they were in service on 31-3-1994 and have at least 6 months' continuous service during the financial year 1993-94.

(d) Teachers who were in aided school service and got regular appointments in Government schools through the P.S.C without break, provided they were in service on 31-3-1994 and have atleast 6 months' continuous service during the financial year 1993-94.

(e) Regular employees who were under suspension during the whole, or part, of 1993-94 provided they have been re-instated in service on or before the date of issue of this order and the period of suspension treated as duty or eligible leave and drawn full salary for that period.

(f) Government employees who are working in Corporations/Public Sector Undertakings or Boards on deputation basis, provided they are otherwise eligible for ad hoc bonus.

#### *Special Festival Allowance*

(5) The following categories of employees who are not eligible to draw bonus will be paid Special Festival Allowance @ Rs. 500.

(i) Those employees drawing total emoluments above Rs. 2500 p.m. on 31-3-1994 and who are not eligible to draw ad hoc bonus in terms of paras 2 to 4 above.

(ii) All regular/temporary employees including personal staff of Ministers, Speaker, Deputy Speaker and Leader of the Opposition and Chief Whip and who joined service after 1-10-1993 and who are in service on the date of issue of this order.

(iii) Teachers deputed for training from aided/Government Schools, who are eligible for Onam advances under article 250 of the Kerala Financial Code.

(iv) Re-employed pensioners.

(v) Employees on contract appointments.

(vi) Provisional hands recruited through Employment Exchange who are in service on the day before the First Onam (15-9-1994) but whose service are not terminated before the Fourth Onam (18-9-1994), irrespective of their length of service.

(vii) All the teaching and non-teaching staff of aided Anglo-Indian schools which have not been brought under the direct payment system.

(viii) Staff of the Sri Chitra Home.

(ix) Honorary Sisters in Government Hospitals.

(x) Honorary Physicians of Government Ayurveda Colleges.

(xi) Chainmen of the Revenue Department on daily wages.

(xii) All the laborers working in the Seed Garden Complex, Nilambur.

(xiii) Permanent laborers in Government Departments.

(xiv) Full-time contingent employees in Government Departments, Local bodies and the contract employees of Kerala House, New Delhi. Those who have put in 6 months' continuous service on 31-3-1994 will have option to claim either ad hoc bonus or special festival allowance.

(xv) Editor and Reporters of Indian Law Reports (Kerala Series).

6. The Following categories of staff will be paid special festival allowance @ Rs. 250.

(i) Pollination workers who are in the list of Agriculture department and the workers under the scheme of spraying to control leaf rot disease of coconut palms implemented through Panchayats/Municipalities/Corporations who are on the rolls of Agriculture department and are now employed by local bodies under instructions from the Agriculture department.

(ii) Cattle Improvement Assistants in the Dairy Development Department.

- (iii) Public Counsel.
- (iv) Life Guards of Tourism Department who are on daily wages.
- (v) Family Planning Voluntary Workers who have worked at least 30 days during the period from the last Onam holidays to the ensuing Onam holidays and Part-time contingent employees on daily wages recruited from the category of family planning voluntary promoters of Trained Dais.
- (vi) Tribal extension workers of the Scheduled Tribes Development Department.
- (vii) Employees on daily wages who are in service before the first onam (i.e., 15-9-1994) and whose services are not terminated before the fourth onam (i.e., 18-9-1994)
- (viii) The casual labourers/CLR workers and persons acting as substitutes in the place of regular employees in Government Departments, farms and local bodies provided they have put in 30 days work during the last one year beginning from the last onam holidays to the ensuing onam holidays. However, those who have put in a minimum of 200 days work during the period will be eligible for 30 days wages as ad hoc bonus and those who have put in less than 200 days work but more than 30days work shall be eligible for ad hoc bonus proportionate to the days worked by them, subject to a minimum of Rs.250. In the case of casual workers/CLR workers who have been regularized in service, the period of eligibility as indicated above will also include the period of their service before regularization.
- (ix) Part-time contingent employees including those working in aided educational institutions will be eligible for either special festival allowance or ad hoc bonus, whichever is higher.

7. The Following categories of employees will be paid special festival allowance at the rates noted against each:-

Category	Amount
(i) The Patient employees of the Leprosy Hospitals	185
(ii) The Anganwadi Workers/Helpers/Ayahs and Balawadi Teachers/Workers/Ayahs under the Social Welfare Department, Rural Development Department, Scheduled Caste Development Department and Scheduled Tribe Department	140
(iii) The Conveners of Balawadi/Anganwadi and Feeding Conveners of the upgraded regular feeding centers of the Rural Development Department.	110

(iv)	Sweepers on consolidated remuneration.	100
(v)	The Kashaya Servants of Ayurveda Dispensaries	60

*Pensioners*

8. (i) Service Pensioners, who are not eligible for bonus or festival allowance as indicated in paras 3 and 5 above will be paid a special festival allowance @ Rs.125.

(ii) Family Pensioners will be paid special festival allowance @ Rs.75.

Note:- The special festival allowance under any one of the above schemes alone will be paid if a pensioner comes within the purview of Para 8(i)-(ii) above. Similarly a serving employee who is in respect of ad hoc bonus or special festival allowance will not be eligible for special festival allowance under item 8(ii) above.

9. The categories of employees mentioned below will not be eligible to receive ad hoc bonus/special festival allowance:-

(i) Those who are eligible for bonus, ex-gratia or such other payments in lieu of ad hoc bonus.

(ii) Those who were on leave without allowances, as on 31st March 1994 to take up employment abroad or within India or to join their spouses in India or abroad.

10. The ad hoc bonus/special festival allowance will be drawn before 31-3-1995. The expenditure will be debited to the head of account from which the pay and allowances/wages/pension of the individual concerned is drawn. In the case of employees of local bodies, the expenditure on account of the payment of ad hoc bonus/special festival allowance will be met from the funds of the respective local bodies.

11. In case of employees who are on deputation/foreign service as on 31-3-1994 and if their service in the parent Department was more than 6 months during the year 1993-94-the bonus admissible will be drawn and disbursed by the parent department.

12. Self-drawing officers may draw the ad hoc bonus/special festival allowance without authorization from the Accountant General as provided for in note 2 under rule 165 (d) of the Kerala Treasury Code.

By order of the Governor,

DR. SATHYANARAYANA DASH,

*Secretary (Expenditure).*

To,

The Accountant General (A&E/Audit), Kerala, Thiruvananthapuram.  
All Heads of Department and Offices.  
All Departments (All Sections) of the Secretariat.  
The Secretary, Kerala Public Service Commission (with C.L.)  
The Registrar, University of Kerala/Cochin/Calicut(with C.L.)  
The Registrar, Mahatma Gandhi University, Kottayam (with C.L.)  
The Registrar, Kerala Agricultural University, Thrissur (with C.L.)  
The Secretary, Kerala State Electricity Board (with C.L.)  
The General Manager, K.S.R.T.C. (with C.L.)  
The Registrar, High Court, Ernakulam (with C.L.)  
All Secretaries, Additional Secretaries, Joint Secretaries Deputy Secretaries and  
Under Secretaries to Government.  
The Secretary to Governor.  
The Private Secretaries to Chief Minister and Other Ministers.  
The Private Secretaries to the Leader of Opposition and Government Chief Whip.  
The Director of Public Relations, Thiruvananthapuram.  
The Under Secretary to the Chief Secretary.  
The Accountant General (A&E), Tamil Nadu, Madras.  
The Accountant General (A&E), Andhra Pradesh, Hyderabad.  
The Accountant General (A&E), Karnataka, Bangalore.  
The Accountant General (A&E), Maharashtra, Bombay.  
The Accountant General (A&E), Rajasthan, Jaipur.  
The Accountant General (A&E), Gujarat, Ahamadabad.  
The Accountant General (A&E), Haryana, Chandigarh.  
The Accountant General (A&E), Punjab, Chandigarh.  
The Accountant General (A&E), Jammu and Kashmir, Srinagar.  
The Principal Accounts Officer, Delhi Administration, Vikas Bhavan, New Delhi.  
The Accountant General (A&E), Himachal Pradesh, Simla.  
The Accountant General (A&E), Madhya Pradesh, Gwalior.  
The Accountant General (A&E), Orissa, Bhubaneswar.  
The Accountant General (A&E), Uttar Pradesh, Allahabad.  
The Accountant General (A&E), Bihar, Ranchi.  
The Accountant General (A&E), West Bengal, Calcutta.  
The Accountant General (A&E), Assam, Dispur, Guaghati.  
The Accountant General (A&E), Manipur, Imphal  
The Accountant General (A&E), Tripura, Agarthala.  
The Accountant General (A&E), Nagaland, Kohima.  
The Principal Accounts Officer, Pondicherry.  
The Reserve Bank of India, Government and Bank Accounts (NB Section),  
Bandra (E) Bombay (250 copies)  
Head Offices of All Nationalized Banks (250 copies each)

The Chief Manager, Finance and Accounts, State Bank of Travancore, Thiruvananthapuram.

The Regional Manager, Union Bank of India, Ernakulam.

The Regional Manager, Union Bank of India, Ernakulam.

The Regional Manager, Union Bank of India, Thiruvananthapuram.

The Assistant Divisional Manager, Central Bank of India, Thiruvananthapuram.

The Senior Manager, Canara Bank, Thiruvananthapuram.

The Senior Manager, Circle Office (Annex), Canara Bank, Thiruvananthapuram.

The Chief Regional Manager, State Bank of India, Thiruvananthapuram.

The Divisional Manager, Syndicate Bank, Thiruvananthapuram.

The Regional Manager, Indian Bank, Thiruvananthapuram.

The Regional Manager, Indian Overseas Bank, Thiruvananthapuram.

The Regional Manager, Vijaya Bank, Thiruvananthapuram.

The Director of Treasuries, Thiruvananthapuram.

The District Treasuries/Sub Treasuries.

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