



GOVERNMENT OF KERALA

Abstract



AD-HOC BONUS AND SPECIAL FESTIVAL ALLOWANCE 2022-23 TO STATE GOVERNMENT EMPLOYEES AND PENSIONERS – SANCTIONED – ORDERS ISSUED.

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FINANCE (LOANS) DEPARTMENT

G.O.(P)No.85/2023/Fin

Thiruvananthapuram, 16th August 2023

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Read:- G.O.(P) No.101/2022/Fin dated 30.08.2022.

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/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, Staff of the Local Governments and Employees of Panchayat Raj Institutions etc. drawing total emoluments upto and including Rs.32,640/- in the pre-revised scale (before 11th Pay Revision) and Rs.36,166/- in the revised scale (after 11th Pay Revision) of pay as on 31.03.2023 will be paid Ad hoc Bonus @ Rs.4,000/- for the year 2022-23 before the ensuing Onam Festival Subject to the following conditions.

(i) For those drawing emoluments of more than Rs. 4,000/- per month and not exceeding Rs.32,640/- in the pre-revised scale (before 11th pay revision), Rs.36,166/- in the revised scale (after 11th pay revision) per month, the Ad hoc Bonus will be calculated as if the emoluments were Rs.4,000/- per month.

ii) In the case of those who have opted to come over to the revised scales of pay on or before 31.03.2023, the term “emoluments” means Basic pay, Personal Pay, Special Pay, Special Allowance, Personal Allowance and Dearness Allowance at 7% of the basic pay in the revised scale, excluding House Rent Allowance and other Compensatory Allowances.

(iii) In the case of employees remaining in pre-revised scale, the term “emoluments” means the same as (ii) above in all other respects except that the DA will be 36% of the Basic Pay in the pre-revised scale, but excludes House Rent Allowance and Compensatory Allowances.

(iv) The personal Allowance sanctioned to protect drop in Dearness Allowance on Special Pay will also be reckoned as emoluments for computing Ad hoc Bonus in such cases.

(v) In the case of employees who were on leave without allowance (except LWA under KSR Appendix XII), half pay leave, study leave or leave not due during the month of March 2023, their Ad hoc Bonus will be calculated based on the emoluments last drawn by them before proceeding on leave.

(vi) For determining the amount of Bonus as per this order, the rate of Dearness Allowance sanctioned vide G.O.(P)No.25/2021/Fin dated 08.02.2021 is made applicable.

3. The Ad hoc Bonus will be admissible to such employees who were in service on 31.03.2023 and have atleast 6 months continuous service during the financial year 2022-23. Those who have retired or were relieved from service on or before 31.03.2023 but had put in a minium of 6 months continuous service during the financial year 2022-23 will also be eligible for Ad hoc Bonus.

4. Regular employees who were under suspension during the whole, or part of the Financial Year 2022-23 will be eligible for Ad hoc Bonus/ Special Festival Allowance, provided they have been reinstated in service on or before the date of issue of this order and the period of suspension is regularised as duty or by sanctioning eligible leave and have drawn full salary for that period.

5. The following categories will also be eligible for Ad hoc Bonus.

(i) The NMR and permanent workers / labourers and seasonal workers of all Departments including those working in Agricultural farms, Seed farms, Regional Workshop 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).

(ii) Provisional Employees who have at least 6 months continuous provisional service during the financial year 2022-23 and got regular appointments in Government service through the P.S.C / aided school Teachers got regular appointment in Government school without service break, provided they were in service as on 31.03.2023.

(iii) Part-time Teachers of Education Department who are drawing pay in a scale of pay.

(iv) In the case of Government Employees who are working in Corporations / Public Sector Undertakings, Boards or Grant-in-aid Institutions on deputation during 2022-23 and if their service in the parent department was more than six months, the Ad hoc Bonus/Special Festival Allowance at the admissible rate as if they had continued in the parent department will be drawn and disbursed by the foreign employer in relaxation of para 3 above.

(v) All Part-time Contingent Employees including those working in aided educational institutions.

(vi) The employees of Government Presses will be given option draw either Bonus as admissible to other Government employees as per this order or the usual performance Allowance (including ex-gratia allowance if any) sanctioned to the industrial workers. Option once exercised cannot be changed.

Special Festival Allowance

6. The following categories of employees who are not eligible for bonus under the conditions laid down in paragraphs 2 to 5 shall be entitled to Special Festival Allowance at different rates as mentioned below.

SL. No	Employees	Amount
1)	<p>1) All regular/temporary employees including personal staff of Ministers, Speaker, Deputy Speaker, Leader of the Opposition and Chief Whip and who joined service after last year's Onam holidays and who are in service on the date of issue of this order and all regular P.S.C hands who joined duty before 4th Onam of 2023.</p> <p>2) Teachers deputed for training from Aided/Government Schools who are eligible for Onam Advance under Article 250 of the Kerala Financial Code Volume I.</p> <p>3) Re-employed Pensioners are in receipt of re-employment pay.</p> <p>4) Employees on contract appointments / Senior residents on Contract or Bonded Service (Doctors on Bonded Service) who have six months continuous service during 2022-23 and relieved before the issuance of this order are eligible for this benefit. Contract employees who are in service on the date of issuance of this order and have 6 months service are also eligible for festival allowance.</p> <p>5) Provisional hands recruited through Employment Exchange who are in service on the day before the First Onam (28.08.2023) but whose service are not likely to be terminated before the Fourth Onam (31.08.2023) irrespective of their length of service.</p>	2750/-

	<p>6) All the teaching and non-teaching staff of Aided Anglo-Indian Schools which have not been brought under the direct payment system.</p> <p>7) Staff of the Sree Chithra home.</p> <p>8) Honorary Physicians of Government Ayurveda Colleges.</p> <p>9) Honorary Sisters in Government Hospitals.</p> <p>10) Chainmen of the Revenue Department on daily wages.</p> <p>11) Permanent labourers in Government Departments.</p> <p>12) Full-time Contingent employees of various Government Departments, Local Government and the contract employees of Government offices situated outside the State. Those who have put in 6 months continuous service on 31.03.2023 will have option to claim either Ad hoc Bonus or Special Festival Allowance.</p> <p>13) Editors and Reporters of Indian Law Reports (Kerala Series)</p> <p>14) Government Pleaders and Additional Government Pleaders.</p>	2750/-
II)	<p>1) Teachers and Ayahs of Peripathetic Schools and Single Teacher Schools</p> <p>2) Noon feeding workers in schools (including Pre-primary schools run by PTA.)</p>	1300/-
III)	<p>1) Pollination workers who are in the list of Agriculture Department and the workers who are on the rolls of Agriculture Department and are now employed in Local Governments under instructions from the Agriculture Department under the scheme of spraying to control leaf rot disease of coconut palms implemented through Panchayat/Municipalities/Corporations</p> <p>2) Cattle improvement Assistants in the Dairy Development Department.</p> <p>3) Public Counsel</p> <p>4) Life Guards of Tourism Department/Home Guards of the Home Department who are on daily wages.</p>	1210/-

5) 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.

6) Scheduled Tribes Promoters working in the Scheduled Tribes Development Department and Scheduled Caste Promoters working in the Scheduled Caste Development Department.

7) Employees on daily wages including those appointed through Employment Exchange who are in service before first Onam (28.08.2023) and may not be removed from service before fourth Onam (31.08.2023). Employees referred to in paragraph 6 (I) (4) who have not completed 6 months of service on the date of coming into force of the order are also entitled to Festival allowance.

8) Persons acting as substitutes in the place of regular employees in Government Departments, Farms and Local Bodies and the Casual Labourers/CLR Workers including those in Irrigation Department/H.R.Workers of Irrigation Department, who have put in a minimum of 200 days work during the last one year beginning from the last Onam holidays to the ensuing Onam holidays will be eligible for 30 days wages as Adhoc Bonus. However, those who have put in less than 200 days work but more than 30 days work shall be eligible for Ad hoc Bonus proportionate to the days worked by them subject to a minimum of Rs. 1,210/-. In the case of Casual workers, CLR workers and HR workers who have been regularized in service, the period of eligibility as indicated above will also include the period of their service before regularization. However, the maximum admissible Ad hoc Bonus is Rs. 4,000/-.

1210/-

9) Contract workers who have not completed six months of service in Kerala government offices outside the state.

10) Non regularized CLR and HR workers who have put in a minimum of 30 days work between the last Onam holidays and ensuing Onam holidays.

11) The volunteers of Attappady Hill Area Development Society.

12) Guest Lecturers/Instructors in Educational Institutions who have worked at least 200 hours during the financial year 2022-23.

13) The patient employees of the Leprosy Hospitals.

IV)	<p>1) Asha Workers.</p> <p>2) The Anganwadi/Balawadi teachers, workers under the Social Justice Department, Rural Development Department, Scheduled Caste Development Department and Scheduled Tribe Development Departments.</p> <p>3) Anganwadi/Balawadi Helpers and Ayas.</p> <p>4) Special messengers of Women Protection Officers of Mahila Samakhya Socieity.</p> <p>5) Kishori Shakthi Yojana School Counsellors.</p> <p>6) Nurses in Palliative care.</p> <p>7) Teachers and other Employees in Buds School.</p>	1200/-
V)	School Counsellors	1140/-
VI)	<p>1) Additional Staff of MLAs</p> <p>2) Teachers and Ayahs of Pre-primary schools run by PTAs who receives honorarium</p> <p>3) Teachers in Fashion Designing & Garment Technology Institutions under the control of Technical Education Department.</p>	1100/-
VII)	<p>1) Preraks and Assistant Preraks</p> <p>2)The conveners of Balawadi/Anganwadi and Feeding Conveners of the upgraded regular feeding centres of the Rural Development Department</p> <p>3) Sweepers on consolidated remuneration</p> <p>4) The Kashaya servants of Ayurveda Dispensaries</p> <p>5) Teaching and Non-teaching staff of Special School</p> <p>6) Employees working on various State/Central Projects (not mentioned in previous paragraphs)</p> <p>7) Service Pensioners / NPS Pensioners who are not eligible for Bonus or Festival Allowance at the rate of 2750 as indicated in Ph(3)</p> <p>8) Family Pensioners</p> <p>9) Pro-rata Pensioners</p> <p>10) Pro-rata Family Pensioners</p> <p>11) Ex-gratia Pensioners</p> <p>12) Ex-gratia Family Pensioners</p>	1000/-

13) Part-time Contingent Pensioners
14) Part-time Contingent Family Pensioners
15) Personal Staff Pensioners
16) Family Pensioners of Personal Staff
17) Compassionate Allowance Pensioners
18) Retired Leprosy Patient Employees
19) Invalid Pensioners
20) UGC Pensioners
21) UGC Family Pensioners

Note:- The pensioners mentioned from (7) to (21) under category VII above will be eligible for one Special Festival Allowance only.

7. The following Categories of employees will not be eligible for Ad hoc Bonus/Special Festival Allowance.

- (i) Those who are eligible for bonus, ex-gratia or similar benefits governed by any other Bonus Act/Act.
- (ii) Those who were on leave without allowance as per Appendix XII of KSR as on 31st March 2023 to take up employment abroad or within India or to join their spouses.

8. i) The Ad hoc Bonus/Special Festival Allowance should be drawn before 31.03.2024. 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 Governments, the expenditure on account of the payment of Ad hoc Bonus/Special Festival Allowance will be met from the funds of the respective Local Governments from which salary/wages is paid.

ii) An employee shall be entitled to either Bonus or Festival allowance as the case may not be entitled to more than one Festival allowance

9). The process of disbursement of Ad hoc bonus/Special Festival Allowance for 2022-23 of employees and pensioners will be made with effect from 21.08.2023.

By order of the Governor
PRATHEEP KUMAR. B
 ADDITIONAL SECRETARY(FINANCE)

To

The Principal Accountant General (A&E) Kerala, Thiruvananthapuram.

The Accountant General (Audit II) Kerala, Thiruvananthapuram.

The Principal Accountant General (A&E) Kerala, Kottayam, Ernakulam, Thrissur, Kozhikkode.

All Heads of Departments and Officers

All Departments (all sections) of the Secretariat.

The Secretary, Kerala Public Service Commission
Registrars of all Universities
The Secretary, Kerala State Electricity Board
The Managing Director, Kerala State Road Transport Corporation
The Registrar, High Court of Kerala, Ernakulam
All Additional Chief Secretaries, Principal Secretaries, Secretaries, Special Secretaries, Additional Secretaries, Joint Secretaries, Deputy Secretaries and Under Secretaries to Government.
The Secretary to Governor, Raj Bhavan, Thiruvananthapuram
The Private Secretaries to Chief Minister and other Ministers
The Private Secretaries to Speaker and Deputy Speaker
The Private Secretary to Leader of Opposition and Government Chief Whip.
State Election Commissioner, Kerala
The Director of Information and Public Relations, Thiruvananthapuram
The Director of Treasuries, Kerala, Thiruvananthapuram
The District Treasuries/Sub Treasuries
The Additional Secretary to the Chief Secretary.
The Reserve Bank of India, Government and Bank Accounts (NB Section), Bandra(E), Mumbai.
Head Offices of all Nationalised Banks
The Chief Regional Manager, State Bank of India, Thiruvananthapuram
The Chief Manager, Finance and Accounts, State Bank of India, Thiruvananthapuram.
The Regional Manager, Union Bank of India, Thiruvananthapuram, Ernakulam
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 Divisional Manager, Syndicate Bank, Thiruvananthapuram
The Manager, Zonal Office, Indian Bank, M.G.Road, Thiruvananthapuram
The Regional Manager, Indian Overseas Bank, Thiruvananthapuram
The Regional Manager, Vijaya Bank, Thiruvananthapuram
The Accountant General (A&E), TamilNadu, Chennai
The Accountant General (A&E), Andra Pradesh, Hyderabad
The Accountant General (A&E), Karnataka, Bangalore
The Accountant General (A&E), Maharashtra, Mumbai
The Accountant General (A&E), Rajasthan, Jaipur
The Accountant General (A&E), Mizoram, Iswal
The Accountant General (A&E), Gujarat, Ahmedabad
The Accountant General (A&E), Hariyana, Chandigarh
The Accountant General (A&E), Jammu & Kashmir, Srinagar
The Accountant General (A&E), Arunachal Pradesh, Itanagar
The Accountant General (A&E), Goa, Panaji
The Accountant General (A&E), Himachal Pradesh, Shimla
The Accountant General (A&E), Madhyapradesh, Gwalior
The Accountant General (A&E), Orissa, Bhuvaneswar
The Accountant General (A&E), Uttar Pradesh, Allahabad
The Accountant General (A&E), Bihar, Patna
The Accountant General (A&E), West Bengal, Kolkata
The Accountant General (A&E), Uttaranchal, Dehradun
The Accountant General (A&E), Assam, Dispur, Guwahati
The Accountant General (A&E), Manipur, Imphal

The Accountant General (A&E), Tripura, Agarthala
The Accountant General (A&E), Chattisgarh, Raipur
The Accountant General (A&E), Nagaland, Kohima
The Accountant General (A&E), Sikkim, Gangtok
The Accountant General (A&E), Meghalaya, Shillong
The Accountant General (A&E), Jharkhand, Ranchi
The Principal Accounts Officer, Pondicherry
The Principal Accounts Officer, Delhi Administration, Vikas Bhavan, New Delhi
Nodal Officer, Finance (www.finance.kerala.gov.in)
The Stock file/Office copy.

Forwarded/By Order

Amana

Section Officer