

**GOVERNMENT OF RAJASTHAN
FINANCE DEPARTMENT
(RULES DIVISION)**

ORDER

No.F.6(5)FD(Rules)/2009

Jaipur, dated : 11 NOV 2012

**Subject:- Grant of ad-hoc bonus to State Government employees
for the year 2011-12.**

The matter relating to grant of ad-hoc bonus for the financial year 2011-12 to State Government employees has been considered and the Governor is pleased to order that the State Government employees may be granted ad-hoc bonus equivalent to 30 days emoluments for the financial year 2011-12 on the following terms and conditions: -

- (i) Only non gazetted employees who were in service on 31.03.2012 and continued to be in service on 01.04.2012, were drawing pay in the pay scale below 8000-13500 / Grade Pay of Rs.5400/-, as the case may be and who have rendered at least six months of continuous service during the year 2011-12 will be eligible for payment of ad-hoc bonus under these orders. Ad-hoc bonus equal to 30 days emoluments will be admissible to eligible employees who have rendered continuous service for full year during the year 2011-12. Pro-rata payment will be admissible to the eligible employees for periods of continuous service during the year ranging from six months to a full year, the eligibility period being taken in terms of number of months or service rounded to the nearest number of months. Rounding to the nearest number of months will, however, not be permissible for service of less than six months.
- (ii) The amount of ad-hoc bonus payable to the eligible employees for the financial year 2011-12 will be computed on the basis of actual emoluments as on 31st March 2012, for the purpose of calculation of ad-hoc bonus the maximum amount of emoluments will be restricted to Rs.3500/- per month.
- (iii) The term 'emoluments' occurring in this order will include basic pay, personal pay, deputation allowance and dearness allowance but will not include other allowances such as house rent allowance, compensatory (city) allowance etc.
- (iv) The amount of ad-hoc bonus payable shall be computed assuming the month of 31 days.



- (v) The amount of ad-hoc bonus payable will be rounded off to the nearest rupee.

It is further clarified that: -

- (a) Except in the case of extra-ordinary leave (leave without pay), the period of leave of other kinds will be included for the purpose of working out eligibility period. The period of extra-ordinary leave (leave without pay) will be excluded from eligibility period but will not count as break in service for the purpose of ad-hoc bonus. In case a Government servant is on leave on 31.03.2012 the emoluments last drawn immediately before proceeding on leave shall be taken into account for the purpose of eligibility and calculation of ad-hoc bonus;
- (b) The subsistence allowance given to an employee under suspension shall not be treated as emoluments. Such an employee will become eligible for the benefit of ad-hoc bonus if he is re-instated with benefit of full emoluments for the period of suspension and in other cases such period will be excluded for the purpose of eligibility as in the case of employees on leave without pay. In case a Government servant is under suspension on 31.03.2012 no ad-hoc bonus for the year 2011-12 shall be given for the present. If he is reinstated later on, eligibility of the period under suspension for the purpose of ad-hoc bonus shall be decided on the lines indicated above;
- (c) The employees who retired on superannuation or on invalidation on medical grounds or on voluntary retirement or died on or before 31st March 2012 will not be eligible for ad-hoc bonus.
- (d) The eligibility of the re-employed Government servants for the purpose of ad-hoc bonus shall be determined on the basis of service rendered during the year 2011-12 after re-employment. The basic pay in respect of such persons shall mean basic pay fixed on re-employment or as increased thereafter and admissible on 31.03.2012 plus pension (including commuted part, if any);
- (e) Employees who resigned from service on or before 31.03.2012 shall not be eligible for ad-hoc bonus under these orders;
- (f) Employees engaged on part time / casual or on a daily wage or on contract basis will not be eligible for ad-hoc bonus;
- (g) Employees appointed as probationer trainee on fixed remuneration shall not be eligible for ad-hoc bonus.



- (h) (1) Government servants who were on deputation on 31.03.2012 if have opted for deputation allowance in terms of this department order No. F.1(47)FD(Gr.2)/82 dated 27th June, 1989, as amended from time to time and are eligible for ad-hoc bonus under this order, shall be paid, the admissible amount of ad-hoc bonus by the borrowing organisation. The eligibility period shall include the continuous service rendered under the Government as also the period spent on deputation upto 31st March 2012. Similarly, Government servants who returned from deputation during the year 2011-12 shall be paid ad-hoc bonus by the Government which may be calculated on the basis of eligible and continuous service rendered under the borrowing organisation and the Government;
- (2) In the case of Government servants who were on deputation to Public Sector Undertakings, Cooperative Societies, Autonomous Bodies etc. and who have opted for deputation allowance in terms of this department order No.F.1(47)FD(Gr.2)/82 dated 27th June, 1989, as amended from time to time and are eligible for ad-hoc bonus under this order, out of the amount of bonus paid under the Payment of Bonus Act, 1965 by the aforesaid organisation the amount equal to the amount of ad-hoc bonus admissible under this order shall be retained by the Government servants and the residual amount shall be deposited in the Government account.
- (3) Government servants on deputation who have opted for bonus and /or ex-gratia payable to the employees of the borrowing organisation in terms of this department order referred to above will be entitled to ad-hoc bonus equal to an amount by which, the bonus and / or ex-gratia admissible as per order of the borrowing organisation falls short of the total of (a) the deputation allowance which would have been admissible and (b) the ad-hoc bonus admissible under this order.
- (4) In the case of Government servants belonging to the Cooperative Department and on deputation to Cooperative Institutions registered under the Rajasthan Cooperative Societies Act, 1965 whose terms of deputation are governed by the Cooperative Department Order No. F.18(75)Coop./76 dated 13.07.1976 as amended from time to time, ad-hoc bonus, equal to an amount by which the bonus/ex-gratia paid/payable as per terms of deputation falls short the total of (a) 2.5% of basic pay subject to Rs.600/- per month drawn during the year 2011-12 and (b) the amount of ad-hoc bonus admissible under this order shall be payable by such borrowing Cooperative Institution.

- (i) In cases where it is in the notice of Head of Office that the Government servant eligible for ad-hoc bonus on 31.03.2012 will definitely become ineligible for grant of ad-hoc bonus due to retrospective grant of pay in the pay scale of the post having gazetted status or in the pay scale of 8000-13500 / Grade Pay of Rs.5400/- and above only pro-rata ad-hoc bonus be permitted provided that the eligibility period is 6 months or more.

The payment of ad-hoc bonus, except to those Government servants who were on deputation on 31.03.2012, under these orders shall be made by the office in which an employee is posted on the date of issue of this order and it will be chargeable to the Budget Head to which the pay and allowances of the employees are charged.

This order shall also be applicable to the employees of the Zila Parishads & Panchayat Samities and the Work-Charged employees who are drawing pay in the pay scales prescribed for them.

By order of the Governor,


(Akhil Arora)

Finance Secretary (Budget)

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2. Principal Secretary to Hon'ble Chief Minister.
3. All Special Assistants / Private Secretaries to Ministers / State Ministers.
4. All Additional Chief Secretaries/ Principal Secretaries/Secretaries/Special Secretaries to the Government
5. D S. to Chief Secretary.
6. Accountant General Rajasthan, Jaipur (200 copies).
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8. Director, Treasuries & Accounts, Rajasthan, Jaipur with 100 spare copies for sending to all Sub-Treasury Officers.
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4. Secretary, Lokayukta Sachivalaya, Rajasthan, Jaipur.


(P. N. Sharma)

Joint Secretary to the Government

(RSR - 39/ 2012)