

SRI KARAN NARENDRA AGRICULTURE UNIVERSITY, JOBNER

No.F.03 (34)/SKNAU/Compt/Bonus/2016-17/ 3031

Dated: 20.10.2016

ORDER


Subject: Grant of ad-hoc bonus to employees for the financial year 2015-16.

In pursuance to Govt. of Rajasthan, Finance Department (Rules division) order No.F.6(5)FD(Rules)/2009 dated 17.10.2016, the Vice Chancellor has been pleased to order that the University employees may be granted ad-hoc bonus equivalent to 30 days emoluments for the financial year 2015-16 on the following terms and conditions:-

- (i) University employees who were in service on 31.03.16 and continuing in service on 01.04.2016 and drawing pay in the Grade Pay of ₹4800/- or less (excluding university officers) are entitled for ad-hoc bonus.
- (ii) For drawing of ad-hoc bonus of university employees must have rendered at least six months of continuous service during the year 2015-16. Ad-hoc bonus equal to 30 days emoluments will be admissible to eligible employees who have rendered continuous twelve month service during the year 2015-16. Pro-rata payment will be admissible for continuous service from six months to twelve months. The eligibility period shall be 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.
- (iii) The amount of ad-hoc bonus payable to the eligible employees for the financial year 2015-16 will be computed on the basis of actual emoluments as on 31st March, 2016 and for the purpose of calculation of ad-hoc bonus the maximum amount of emoluments will be restricted to ₹7000/- per month.
- (iv) 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.
- (v) The amount of ad-hoc bonus payable shall be computed assuming the month of 31 days.
- (vi) The amount of ad-hoc bonus payable will be rounded off to nearest rupee.

It is further clarified that:-

- a) Except in the case of extraordinary 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 extraordinary 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 University servant is on leave on 31.3.2016 the emoluments last drawn immediately before proceeding on leave



shall be taken in to 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 reinstated with benefit of full emoluments for the period of suspension and in other case such period will be excluded for the purpose of eligibility as in the case of employees on leave without pay. In case a university servant is under suspension on 31.03.2016 no ad-hoc bonus for the year 2015-16 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 Invalid action on medical grounds or on voluntary retirement or died on or before 31st March, 2016 will not be eligible for ad-hoc bonus.
- d) The eligibility of the reemployed University servants for the purpose of ad-hoc bonus shall be determined on the basis of service rendered during the year 2015-2016 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 31.03.2016 plus pension (including commuted part, if any);
- e) Employee who resigned from service on or before 31.03.2016 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 Remunerations shall not be eligible for ad-hoc bonus.**
- h) (1). University servants who were on deputation on 31.3.2016 if have opted for deputation allowance in terms of govt. 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, admissible amount of ad-hoc bonus by the borrowing organization. The eligibility period shall include the continuous service rendered under the Government as also the period spent on deputation up to 31st March 2016. Similarly, University servants who returned from deputation during the year 2015-16 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 organization and the Government.

(2). In the case of University 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 organization 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 organization 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 origination 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 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 pa subject to Rs. 600 per month drawn during the year 2015-16 and (b) the amount of ad-hoc bonus admissible under this order shall be payable by such borrowing Cooperative Institution.

- D) In Cases where it is in the notice of head of Office that the Government servant eligible for ad-hoc bonus on 31.03.2016 will definitely become ineligible for grant of ad-hoc bonus due to retrospective grant of pay in Grade Pay of Rs. 5400/- and above on promotion in State Services, only pro-rata ad-hoc bonus be permitted provided that the eligibility period is months or more.

The payment of ad-hoc bonus ,except to those University servants who were on deputation on 31.3.2016, under these orders shall be made by the office in which an employee is posted on the date of applicability of this orders and it will be chargeable to the budge the ad to which the pay and allowances of the employees are charged.

This order shall also be applicable to the employees of the work charged employees who are drawing pay in the pay scales prescribed for them. The employees getting fixed pay against sanctioned post are only entitled to payment of a d-hoc bonus. However, these orders will not be applicable to casual/daily wages workers/Probationer trainees.

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Copy forwarded to the following for information and necessary action:

1. PS to Hon'ble Vice Chancellor, SKNAU, Jobner.
2. Registrar, SKNAU, Jobner.
3. All Directors/Dean/ZDRs/Officer Incharges/Programme Coordinators
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4. Estate Officer, SKNAU, Jobner, Jaipur
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[Signature]
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