

AJMER VIDYUT VITRAN NIGAM LIMITED
HATHI BHATA, CITY POWER HOUSE, AJMER-305001

No. AVVNL / CAO / AAO (Rules) / F. 1 (11) / OO / D. 2761 Dated 15.9.08

ORDER


Sub:- Adoption of guidelines for grant of Bouns/ Ex-Gratia/ Gifts to employees of AVVNL.

Pursuant to the Board of Directors decision taken in its 144th meeting held on 27.08.2008, following guidelines issued vide State Govt. order No. F.2(23)BPE/Bouns /07/797 dt. 02.07.2008 are hereby adopted and made applicable in AVVNL, with immediate effect:-

- (i) In all cases where payment of bonus is mandatory under the provision of the payment of Bonus Act, 1965, bonus shall be paid strictly in accordance with the provisions of the payment of Bonus Act, 1965. In such cases it shall not be necessary to make any reference to the state Government
- (ii) In the case of those PSUs / Boards / Corporations to which the payment of Bonus Act, 1965 is not applicable but who have been paying bonus / ex-gratia in the past, bonus / ex-gratia may be paid at rates not exceeding the rate at which bonus / ex-gratia is payable under the orders issued by the state Government for payment of non-productivity linked bonus to its employees. In such cases bonus / ex-gratia shall be payable strictly in accordance with the principles on which bonus / ex-gratia is paid by the State Government.
- (iii) In some PSUs / Boards / Corporations there has been a practice of granting ex-gratia to the officials who are not entitled to payment of bonus as per the provisions of the payment of Bonus Act. 1965. Such PSUs / Boards / Corporations are hereby permitted to grant ex-gratia not exceeding 8.33%, or the percentage of bonus declared by such organizations, whichever is lower.
- (iv) In some PSUs / Boards / Corporations there has been a practice of granting gifts to their officials. In future, the granting of gifts shall be restricted to a maximum amount of Rs. 500/- per annum. Such gifts may be given by only those PSUs / Boards / Corporations which meet the following two conditions.
 - (a) there has been a practice in the Organization of granting gifts; and
 - (b) the organization had earned profits in the previous year.

- (v) For granting gifts on special occasions like completion of 25 or 50 years of the organization, the PSUs / Boards / Corporations shall send their proposals to the State Government for obtaining the prior approval of the competent authority under RAPSAR Act.

The above guidelines may be followed strictly. Any deviation / exception to the above guidelines shall be treated as a violation of the RAPSAR Act, 1999.

By Order,

 (S.M. Mathur)
 Chief Accounts Officer

Copy submitted/forwarded to the following for information and necessary action:-

1. The Chief Engineer (CTM,U/Z), AVVNL, Ajmer/ Udaipur.
2. The Zonal Chief Engineer (AZ/JZ), AVVNL, Jhunjhunu/Ajmer.
3. The Dy. Chief Engineer (RPPC), AVVNL, Heerapura, Jaipur.
4. The Secretary (Admn.), AVVNL, Ajmer.
5. The Superintending Engineer (), AVVNL, _____.
6. The Company Secretary, AVVNL, Ajmer.
7. The Addl. Superintendent of Police (vig.), AVVNL, Ajmer.
8. The TA to MD & DCOS, AVVNL, Ajmer.
9. The Dy. Director of Personnel, (),AVVNL,_____.
- 10.The Sr. Accounts officer (),AVVNL,_____.
- 11.The Accounts Officer (O&M/IA/EA&Cash/A&B), AVVNL,_____.
- 12.The Personnel Officer (), AVVNL,_____.
- 13.The Public Relation Officer, AVVNL, Ajmer.
- 14.The P.A. to Managing Director, AVVNL, Ajmer/Jaipur.


 Assistant Accounts Officer (Rules)