



No. CWC CO-PD0IR/4/2020-PERS

Date: 20.10.2020

CIRCULAR

Sub: - Payment of Productivity Linked Incentive (PLI) for the financial year 2019-20.

With the approval of the Board of Directors, it has been decided to continue the PLI Scheme for Group 'C' & 'D' employees for the financial year 2019-20.

The amount payable to each employee for full year towards PLI will be Rs.12600/- (Rupees Twelve Thousand Six Hundred only) and for lesser period, subject to a minimum of 180 days, the pro rata amount will be payable in accordance with terms & conditions, placed at **Annexure-I**.

Authority - Decision on agenda item No. 354.05 of 354th Meeting of the Board of Directors held on 25.09.2020.

(Pawan Kumar)
Dy. General Manager (Pers)

Encl As above

Distribution:

1. All Heads of Division, CWC, Corporate Office, New Delhi.
2. All Regional Managers.
3. Manager (Salary), CWC, CO, New Delhi.
4. PS to Chairman/Sr PA to MD/SAM to Director (Fin.)/PS to Director (Pers.), CWC, CO, New Delhi.
5. Secretary General, Federation of Central Warehousing Corporation Employees Unions, New Delhi.

Terms & Conditions for PLI Scheme

(as extracted from CO Circular No.CWC/IRO-PLI/98 dated 23.09.1998 and
CWC/IRO-PLI/Pt.File 2016/567D dated 14.09.2016)

1.0 Eligibility

1.1 The Scheme would be applicable to all regular **Group 'C' and 'D'*** employees of the Corporation including those on deputation from other Organisations/Govt. Departments.

(* The PLI scheme is applicable only for Group C & D employee as PRP has been implemented for Group A & B employees)

1.2 The benefits of the Scheme would, however, not be available to the Trainees or Apprentices appointed on fixed stipend contract basis, employees under suspension as well as to those who have gone to other Organisations/Departments on deputation/lien basis.

1.3 The incentive would be payable to any employee if he/she worked in the Corporation for not less than 180 days (continuous service) during the financial year for which the incentive is to be paid. Those who were on leave without pay, unauthorised absence or whose absence was treated as dies-non will be paid PLI on pro-rata basis.

2.0 Implementation of the Scheme

2.1* The emoluments for the purpose of computation of PLI due to the employees shall be restricted to Rs.7000/- p.m. in case of such employees who were not in receipt of any bonus and emoluments for the purpose of computation of PLI in respect of such employees who are eligible for bonus in accordance with the provisions of Payment of Bonus Act, 1965, would be as per the provisions of Payment of Bonus Act, as amended from time to time.

(* as amended vide circular No. CWC/IRO-PLI/Pt.File 2016/567D dated 14.09.2016)

2.2 Earnings on account of PLI would not count for payment of bonus, leave salary, over time, other allowance and perquisites, gratuity, PF and other Pensionary benefits.

2.3 The payment of PLI would also be subject to the deduction of tax at source in accordance with the provisions of Income Tax Act, 1961.

2.4 The amount of PLI would be rounded off to the nearest Rupees.