

**CENTRAL WAREHOUSING CORPORATION
Pest Control Division
Old and Revised Incentive Scheme**

<u>OLD SCHEME</u>	<u>REVISED SCHEME</u>
<p>1. A) Maximum 5% of net profit will be paid as incentive on just achievement of the target.</p> <p>B) There will be four slabs for payment of incentives.</p> <p>i) 5% of net profit on 100% achievement of target.</p> <p>ii) 15% incentive on first 25% earning exceeding the target.</p> <p>iii) 30% incentive on second 25% earning exceeding the target.</p> <p>iv) 50% incentive on the balance earning over and above the second 25% earning.</p> <p>2. (A) All employees actually involved in the PCS work will be eligible to receive incentive, irrespective of their place of posting.</p> <p>(B). Any employ working in PCS cell deputed to any warehouse to help in the execution of PCS work shall not be eligible to get incentive from the concerned warehouse. But they will get incentive only from the earnings from the PCS Cell against the target fixed for PCS Cell.</p> <p>3. Incentive shall be distributed amongst Group A & B, Group C and Group D employees in the ratio of 1:1:1. In case only two categories of employees are involved the distribution shall be in the ratio of 1:1 .</p> <p>4. There is no limit for payment of incentive. Incentive Increases with the increase in profit.</p> <p>5. The expenditure to be computed under this scheme Shall include :</p> <p>a.) Actual cost of chemicals used.</p> <p>b.) Actual TA/DA/Conveyance of men/material.</p> <p>c.) Actual cost of wages for casual labour Deployed if any.</p> <p>d.) In case of bigger contracts where staff is deployed for more than half day, the establishment cost is taken into consideration but in case of staff deployed for less than half day and for casual work the establishment cost is to be ignored for calculation of PCS expenditure i.e. establishment charges if the staff is deployed for half day or more.</p> <p>e) Other miscellaneous expenditure incurred in the execution of work.</p>	<p>1(a) 5% of the profit after tax may be distributed for units achieving the target or more.</p> <p>(b) 4% of the profit after tax for achieving 80% and above of the target.</p> <p>(c) 3% of the profit after tax for achieving 70% and above of the target.</p> <p>(d) 2% of the profit after tax for achieving 60% of the above target.</p> <p>The percentage of profit should be in proportionate to the actual percentage of turn-over achieved against the target.</p> <p>2. (A) All Group C & D employees actually involved for Marketing & Execution of the PCS work will be eligible to receive incentive, irrespective of their place of posting. Group A&B Officers actually involved in PCS work shall be rewarded according to their performance as recorded in the ACR by way of PRP.</p> <p>3. Distribution of incentive shall be equally among all employees exclusively involved in PCS work</p> <p>4. Total Incentive payable should not exceed 5% of profit after tax..</p> <p>5. The expenditure to be computed under this scheme shall include :</p> <p>a. Actual cost of chemicals used.</p> <p>b. Actual TA/DA/Conveyance of men/material.</p> <p>c. Actual amount of wages paid for casual labour deployed if any.</p> <p>d. The establishment cost of the staff shall be computed on prorate basis on the turnover of PCS operations to the operational turnover of the region</p> <p>e. Other miscellaneous expenditure incurred in the execution of work.</p> <p>f. No incentive is payable on tax components and GST.</p> <p>No separate incentive calculation for ship fumigation. The Income generation on this account shall be inclusive of total Revenue generated under PCS.</p>

SHIP FUMIGATION

6. Maximum incentive payable per ship shall be 10% of the net profit and distribution will be as follows

Category of Employees	Maximum incentive payable per ship
Group A	Rs. 1000/- per Officer
Group B	Rs. 800/- per Head
Group C	Rs. 600/- per Head
Group D	Rs. 400/- per Head

In case number of employees engaged is large The incentive shall be distributed on pro-rata Basis within ceiling prescribed in the ratio of 10:8:6:4 to each employee of category A,B,C &D respectively.

7. Expenditure :-

The expenditure to be computed under ship fumigation shall include:

- a) Actual cost of chemicals.
- b) Actual cost of transportation of men and material.
- c) Cost of wages for casual labours Deployed if any.
- d) Miscellaneous expenditure including the expenses incurred for purchase of special rubber tubing , medicines and antidotes, attendance fee paid to the doctors, premium for special insurance cover, cost of special clothing etc