

Dakshin Haryana Bijli Vitran Nigam


Office Order No. 441 /FA(HQ)/F&B-346

Dated: 7/2/18

DHBVN is pleased to sanction payment of minimum bonus @ 8.33% of the salary/wages (Pay in Pay Band + Grade Pay + DA) to the eligible employees of the Nigam for the financial year 2016-17 in accordance with the provisions of *The Payment of Bonus Act, 1965* and *The Payment of Bonus Act (Amendment) Act, 2015* in the following manner: -

- a) Where the salary or wage of any person (other than an apprentice) employed on a salary or wage not exceeding Rs. 21,000/- (revised from Rs. 10,000/- vide No. 6 of 2016 '*The Payment of Bonus Act (Amendment) Act, 2015*') per month in any industry to do any skilled or unskilled manual, supervisory, managerial, administrative, technical or clerical work for hire or reward.
- b) The terms of employment be express or implied exceeds Rs. 7,000/- or the minimum wage for the scheduled employment, whichever is higher per month, (revised from Rs. 3,500/- vide No. 6 of 2016 '*The Payment of Bonus Act (Amendment) Act, 2015*')
- c) The bonus payable to such employee in respect of the accounting year, a minimum bonus which shall be 8.33 per cent. of the salary or wage earned by the employee during the accounting year, whichever is higher under section 10.
- d) Every employee in respect of that accounting year bonus which shall be an amount in proportion to the salary or wage earned by the employee during the accounting year subject to a maximum of twenty per cent. of such salary or wage under section 11, shall be calculated as if his salary or wage were Rs. 7,000/- or the minimum wage for the scheduled employment, whichever is higher per month.

This issues with the approval of Whole Time Directors, DHBVN, Hisar.



Financial Advisor/HQ,
DHBVN, Hisar.

Endst. No. Ch-160 /FA(HQ)/F&B-346

Dated 7/4/18

A copy is forwarded to the following for information and necessary action:-

1. All CE's in DHBVN.
2. All SE's in DHBVN.
3. Chief Auditor/CAO/FA (MM)/FA (P&D), DHBVN, Hisar.
4. All XEN's in DHBVN.
5. All AEE/AE's OP in DHBVN.
6. Chief Communication Officer, DHBVN, Hisar.
7. All Employees Unions in DHBVN.
8. Notice Board.


Accounts Officer/F&B,
DHBVN, Hisar.

CC to:

1. Sr. P.S. to Chairman -cum- Managing Director, DHBVN, Hisar for the kind information of the Chairman -cum- Managing Director.
2. Sr. P.S. to Director, Projects /Op. for the kind information of Directors.
3. Company Secretary, DHBVN, Hisar.
4. P.A. to Chief Financial Officer, DHBVN, Hisar.
5. SE (IT), DHBVN, Hisar **for placing the circular on the web site.**