



All India Oriental Bank Officers' Association
(Affiliated to AIBOA)

Central Office:

C/O Oriental Bank of Commerce
Corporate Office: Plot No. 5, Sector – 32,
Institutional Area, Gurgaon -112 001

18th January, 2016

Circular:
For All Members,

AMENDMENT OF BONUS ACT, 1965

As you all are aware that in the All India Strike on 2nd September, 2015 at the call of Central Trade Unions in our country, removal of ceilings under the Bonus Act was one of the important demands. With the result of our massive protest an amendment has been made to the Bonus Act, 1965. The **Section 2 and Section 12 stand amended** with effect from 1st April, 2014.

Now the eligibility ceiling for Bonus has been increased from Rs. 10,000 to **Rs. 21,000**. As such, employees/ workers with present salary upto Rs. 21,000 per month will be eligible to get Bonus. Similarly, the ceiling for determination of salary/wage under Section 12 has been enhanced from Rs. 3,500 to **Rs. 7,000**. This means that employees whose salary is upto Rs. 21,000, Bonus will be paid on a max. salary of Rs. 7000/-.

For example an employee whose salary is Rs. 20,000 per month will be eligible for Bonus but his monthly salary will be taken as Rs. 7,000. These amendments are effective from **1st April, 2014**.

We append below the official Gazette from Govt. of India.

Yours comradely,

(S. S. Shishodia)
General Secretary

AIBEA – AIBOA ZINDABAD
WORKING CLASS UNITY ZINDABAD

The Gazette of India
EXTRAORDINARY
PART II – Section I

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MINISTRY OF LAW AND JUSTICE
(Legislative Department)

New Delhi, the 1st January, 2016/Pausha 11, 1937 (Saka)

The following Act of Parliament received the assent of the President on the 31st December, 2015, and is hereby published for general information:-

THE PAYMENT OF BONUS (AMENDMENT) ACT, 2015

No. 6 of 2016 (31st December, 2015)

An act further to amend the Payment of Bonus Act, 1965. Be it enacted by Parliament in the sixty-sixth Year of the Republic of India as follows:-

1. (1) This Act may be called the Payment of Bonus (Amendment) Act, 2015.
(2) It shall be deemed to have come into force on the **1st Day of April, 2014**.
2. In **section 2** of the Payment of Bonus Act, 1965 (hereinafter referred to as the principal Act), in clause (13), for *the words "ten thousand rupees"*, the words **"twenty-one thousand rupees"** shall be substituted. (21 of 1965)
3. In **section 12** of the principal Act, -
 - (i) for the words **"three thousand and five hundred rupees"** at both the places where they occur, the words, **"seven thousand rupees or the minimum wage for the scheduled employment, as fixed by the appropriate Government, whichever is higher"** shall respectively be substituted;
 - (ii) The following Explanation shall be inserted at the end, namely:-
'Explanation – For the purpose of this section, the expression "scheduled employment" shall have the same meaning as assigned to it in Clause (g) of section 2 of the Minimum Wages Act, 1948.'
4. In section 38 of the principal Act, for sub-section (1), the following sub-section shall be substituted, namely :- (11 of 1948)
“(1) The Central Government may, subject to the condition of previous publication, by notification in the Official Gazette, make rules to carry out the provisions of this Act.”

DR. G. NARAYANA RAJU
Secretary to the Govt. of India
