

No.20(5)/2025-D(JCM)
Government of India
Ministry of Defence

New Delhi, dated the 24th October, 2025

To

The Chief of the Naval Staff,
New Delhi.

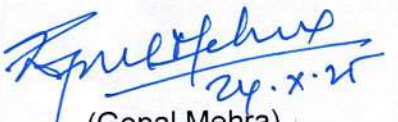
Subject: Productivity Linked Bonus for the Defence Civilian employees of the
Indian Navy for the year 2024-2025.

Sir,

I am directed to refer to the Productivity Linked Bonus Scheme circulated vide this Ministry's letter No. F-24(9)/80/D(JCM), dated 28th September, 1983, as amended from time to time, and to convey the sanction of the President to the payment of 33 days' (Thirty-Three days) wages as PLB for the year 2024-2025 to the eligible Defence Civilian employees of the Indian Navy.

2. The entitlement has been worked out on the basis of the working results for the year 2024-2025 in accordance with the agreed formula.
3. The PLB shall be paid to all eligible Gp.'B' (Non-Gazetted) and Gp. 'C' civilian employees of Indian Navy who are covered under PLB Scheme for the Accounting Year 2024-2025. The calculation ceiling of Rs.7000/- ($7000 \times 33/30.4$) and other terms and conditions of the PLB Scheme will remain unchanged.
4. The expenditure on this account will be debitable to Defence Service Estimates under respective Heads to which the pay and allowances of these employees are debited. The entire expenditure on the payment of PLB is to be met out of the sanctioned budget grant for the year 2025-2026, without any additionality.
5. This issues with the concurrence of the Ministry of Finance (Deptt. of Expenditure) vide their I.D. No. 11-04/2020-E.III-A dated 23.10.2025 and MoD(Fin) ID No.28028/02/2022/AG/PB dated 23.10.2025.
6. This is in supersession of this Ministry's letter of even no. dated 23.10.2025.

Yours faithfully,


24.X.25

(Gopal Mehra)

Under Secretary to the Govt. of India
Tel: 2301-1260


24.X.25

Contd....2/-

No.20(5)/2025-D(JCM)

Copy to:

1. O/o the CGDA New Delhi
2. DADS, New Delhi
3. CDA (Central Command), Meerut
4. CDA [W.C.], Chandigarh
5. CDA [S.C.], Pune
6. CDA [E.C.], Patna
7. CDA [Navy], Mumbai
8. All Dy. DADs
9. The Audit Office, Defence Services, Allahabad and Secunderabad
10. The Dy.CDA I/C, Pay Section, New Delhi, Ministry of Defence [2 copies]
11. DFA [Budget]
12. DFA [Navy]
13. Director Fin.[AG]/PB
14. The Area Accounts Officer, CDA (Navy), Visakhapatnam and Kochi
(with a copy signed in ink)
15. JS [Pers], Ministry of Finance [Deptt. of Expenditure]
16. All Staff Side Members of Departmental Council (JCM)

Copy Signed in ink to:

All Controllers of Defence Accounts.

Copy for information to:

1. PS to Hon'ble RM/RRM
2. SO to Defence Secretary
3. D(IT): with request to upload the same on MoD website.

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24/10
SO(17)

F.No.20(3)/2025-D(JCM)
Government of India
Ministry of Defence

New Delhi, dated the 23rd October, 2025

To

The Chief of the Air Staff,
New Delhi.

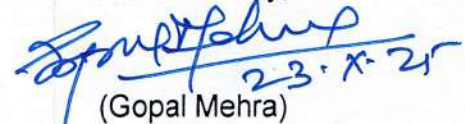
Sub: Productivity Linked Bonus for the eligible Defence civilian employees of the Indian Air Force for the year 2024-2025.

Sir,

I am directed to refer to the Productivity Linked Bonus (PLB) Scheme circulated vide this Ministry's letter No. F-24(10)/80/D(JCM), dated 2nd November, 1983 as amended from time to time and to convey the sanction of the President to the payment of 40 days (Forty days) wages as PLB for the financial year 2024-2025 to the eligible Defence civilian employees of the Indian Air Force.

2. The entitlement has been worked out on the basis of the working results for the financial year 2024-2025 in accordance with the agreed formula.
3. The PLB shall be paid to all eligible Gp.'B' (Non-Gazetted) and Gp. 'C' civilian employees of Indian Air Force who are covered under PLB Scheme for the Accounting Year 2024-2025. The calculation ceiling of Rs.7000/-(7000x40/30.4) and other terms and conditions of the PLB Scheme will remain unchanged.
4. The expenditure on this account will be debitable to Defence Service Estimates under respective Heads to which the pay and allowances of these employees are debited. The entire expenditure on the payment of PLB is to be met out of the sanctioned budget grant for the financial year 2025-2026, without any additionality.
5. This issues with the concurrence of the Ministry of Finance (Deptt. of Expenditure) vide their I.D. No.11-03/2020-E.III-A, dated 23.10.2025 and MoD(Fin) ID No. 28028/01/2022/AG/PB dated 23.10.2025.

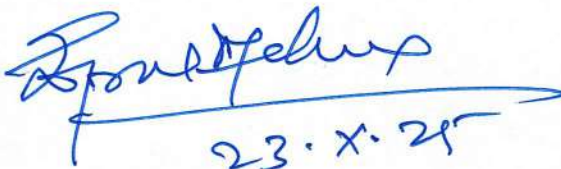
Yours faithfully,


(Gopal Mehra)

Under Secretary to the Govt. of India

Tel. No. 23011260

Contd....2/-


23.10.25

Copy to:

1. CGDA New Delhi
2. DADS, New Delhi.
3. CDA (Central Command), Meerut
4. CDA [W.C.], Chandigarh
5. CDA [S.C.], Pune
6. CDA [E.C.], Patna
7. CDA [Air Force], Dehradun
8. All Dy. DADs
9. The Audit Office, Defence Services, Allahabad and Secunderabad
10. The Dy.CDA I/C, Pay Section, New Delhi, Ministry of Defence [2 copies]
11. Air HQ/PC Dte.
12. DFA [Budget]
13. Director Fin. (AG/PB)
14. JS [Pers], Ministry of Finance [Deptt.of Expenditure]
15. All Staff Side Members of Deptl. Council (JCM)

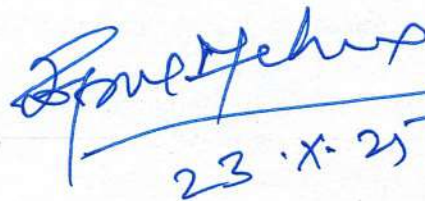
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All Controllers of Defence Accounts.

Copy for information to:

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2. SO to Defence Secretary
3. D(IT): with request to upload the same on MoD website.

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F. No.20(4)/2025-D(JCM)
Government of India
Ministry of Defence

New Delhi, dated the 23rd October, 2025

To

The Chief of the Army Staff,
New Delhi.

Sub: Productivity Linked Bonus for the eligible Defence civilians of the Army Ordnance Corps (AOC)/Indian Army for the year 2024-2025.

Sir,

I am directed to refer to the Productivity Linked Bonus (PLB) Scheme circulated vide this Ministry's letter No. F-24(6)/80/D(JCM), dated 28th September, 1983 as amended from time to time and to convey the sanction of the President to the payment of 40 days (forty days) wages as PLB for the financial year 2024-2025 to the eligible Defence civilian employees of the AOC/Indian Army.

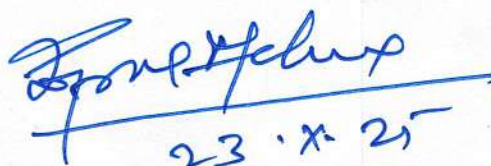
2. The entitlement has been worked out on the basis of the working results for the financial year 2024-2025 in accordance with the agreed formula.

3. The PLB shall be paid to all eligible Gp.'B' (Non-Gazetted) and Gp. 'C' civilian employees of (AOC)/ Indian Army who are covered under PLB Scheme for the Accounting Year 2024-2025. The calculation ceiling of Rs.7000/-($7000 \times 40/30.4$) and other terms and conditions of the PLB Scheme will remain unchanged.

4. Productivity Linked Bonus to the casual labourer will be paid at the assumed wages of Rs.1200/-p.m. ($1200 \times 40/30.4$) for the Accounting Year 2024-2025. However, in cases where the actual wages fall below Rs.1200/- p.m., the amount will be calculated on the actual monthly wages. The other conditions remain unchanged.

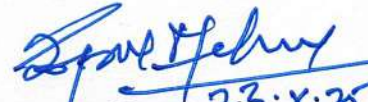
5. The expenditure on this account will be debitable to Defence Service Estimates under respective Heads to which the pay and allowances of these employees are debited. The entire expenditure on the payment of PLB is to be met out of the sanctioned budget grant for the financial year 2025-2026, without any additionally.

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6. This issues with the concurrence of the Ministry of Finance (Deptt. of Expenditure) vide their I.D. No. 11-08/2019-E.III A dated 23.10.2025 and MoD (Fin) vide their ID No.28028/03/2022- AG/PB dated 23 .10.2025.

Yours faithfully,


(Gopal Mehra)
23.X.25

Under Secretary to the Govt. of India
Tele: 2301 1260

Copy to:

1. The CGDA New Delhi
2. DADS, New Delhi
3. DGOS/Army HQ
4. MGO/Army HQ
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15. All Staff Side Members of Deptl. Council (JCM)

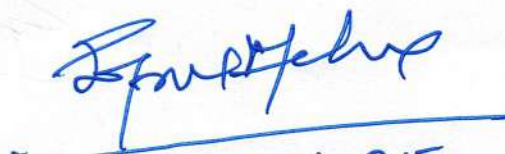
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