



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

New Delhi, dated the 23<sup>rd</sup> October, 2025

To

The Chief of the Army Staff,  
New Delhi.

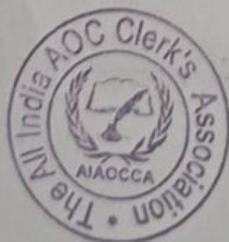
Sub: Productivity Linked Bonus for the eligible Defence civilians of the Army Ordnance Corps (AOC)/Indian Army for the year 2024-2025.

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 28<sup>th</sup> 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.

Contd...2/-



*Spur Singh*  
23.10.25

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*  
23.10.25

(Gopal Mehra)

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
5. CDA (Central Command), Meerut
6. CDA [W.C.], Chandigarh
7. CDA [S.C.], Pune
8. CDA [E.C.], Patna
9. All Dy. DADs
10. The Audit Office, Defence Services, Allahabad and Secunderabad
11. The Dy.CDA I/C, Pay Section, New Delhi, Ministry of Defence [2 copies]
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)



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.

*Gopal Mehra*  
23.10.25