

No.20(6)/2025/D(JCM)  
Government of India  
Ministry of Defence  
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New Delhi, dated the 7<sup>th</sup> January, 2026

To

The Chief of the Army Staff,  
New Delhi.

Sub: Productivity Linked Bonus (PLB) for the eligible Defence Civilian employees of the Corps of EME for the Accounting Year 2024-2025.

Sir,

I am directed to refer to the Productivity Linked Bonus Scheme already circulated vide this Ministry' letter No.24(8)/80/D(JCM) dated 28<sup>th</sup> September, 1983, as amended from time to time and to convey the sanction of President to the payment of 22 (Twenty-Two) days' wages as Productivity Linked Bonus for the Accounting Year 2024-2025 to the eligible Defence Civilian employees of the EME Directorate.

2. The entitlement has been worked out on the basis of the working results for the Accounting 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 EME Dte. who are covered under PLB Scheme for the Accounting Year 2024-2025. The calculation ceiling of Rs.7000/- (7000x22/30.4) 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. 11-02/2021-E.III(A) dated 29.12.2025 and MoD(Fin) vide their ID No.28028/01/2024-/AG/PB dated 01.01.2026.

Yours faithfully,

  
(Gopal Mehra) 07/1/26

Under Secretary to the Governemnt of India  
Tel: 2301-1260

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