

Shiva Gopal Mishra  
Secretary

Ph.: 23382286  
National Council (Staff Side)  
*Joint Consultative Machinery*  
*for Central Government Employees*  
13-C, Ferozshah Road, New Delhi - 110001  
E-Mail : nc.jcm.np@gmail.com

No.NC-JCM-2026/CS/Bonus

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The Cabinet Secretary  
Government of India  
&  
Chairman,  
National Council - JCM  
New Delhi.

**Sub:- Revision of Bonus Payable Ceiling to Central Government  
Employees from Rs.7,000/- to Rs.21,000/- Reg.**

**Ref:- Ministry of Labor & Employment Gazette Notification  
No.S.O.4710(E) dated.25<sup>th</sup> August 2026.**

Sir,

The issue of enhancement of Bonus payable ceiling to the Central Government Employees from Rs.7,000/-, was raised by the Staff Side in the 49<sup>th</sup> Meeting of National Council (JCM) held on 11<sup>th</sup> May 2026 under the Chairmanship of the Cabinet Secretary. During the discussion, the Official Side informed the Staff Side that the demand can be considered only when the Central Government revise the Payment ceiling limit in the Payment of Bonus Act 1965 (now Code on wages 2019). At present, the Ministry of Labor & Employment vide notification No.S.O.4710(E) dated.25<sup>th</sup> August 2026 has now revised the Bonus Payable Ceiling is as follows :-

SO.4710(E) :- "In exercise of the powers conferred by Sub-Section (2) of Section 26 of the Code on Wages 2019 (29 of 2019), the Central Government hereby determines that for the purpose of calculation of the Bonus Payable under sub-section (1) and (3) of Section 26 of the said Code, where the wage of an employee being eligible for Bonus under Sub-section (1) of section 26, exceed Seven Thousand Rupees per Mensum, the Bonus payable to such employee shall be calculated, as if his/her wage was Seven Thousand Rupees Per Mensum or the Minimum Wage fixed by the Central Government, whichever is higher".

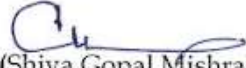
2. This notification shall be deemed to have come into force on the 21<sup>st</sup> Day of November 2025".

At present the Minimum Wage announced by the Central Government is Rs.21,000/-. Accordingly, the Bonus Payable Amount cannot be less than Rs.21,000/-. The above Gazette notification dated. 25.08.2026 is enclosed herewith for kind ready reference.

In view of the above, since Dussehra Festival is nearing and the Government will be issuing orders for Payment of PLB / Bonus / Adhoc Bonus, it is requested that as informed by the Official Side in the 49<sup>th</sup> Meeting of National Council (JCM), the Bonus Payable Ceiling for the Central Government Employees may be enhanced from Rs.7,000/- To Rs.21,000/-. Necessary orders may please be issued in this regard.

Thanking you,

Yours sincerely,

  
(Shiva Gopal Mishra)  
Secretary