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CENTRAL ADMINISTRATIVE TRIBUNAL
PRINCIPAL BENCH: NEW DELHI

OA No.165/91

New Delhi this the 4th Day of January, 1995.

Sh. N.V. Krishnan, Vice-Chairman (A)
Dr. A. Vedavalli, Member (J)

Administrative Staff Association of
Govt. of India Press, Mayapuri,
Ring Road, New Delhi through:

1. C.L. Sharma,
S/o Sh. Ram Lal resident of
II/13 Press Colony,
Mayapuri, New Delhi.
2. Chokash Ram,
S/o Sh. Sohan Lal,
R/o II/71, Press Colony
Mayapuri Ring Road, Delhi.Applicants

(By Advocate Sh. O.P. Sood, though none appeared)

Versus

1. Union of India Service through
Director Printing, 'B' Wing,
Nirman Bhawan, New Delhi.
2. Manager,
Govt. of India Press,
Mayapuri, Ring Road, New Delhi.Respondents

(By Advocate Sh. K.C. Mittal, though none appeared)

ORDER(ORAL)

Hon'ble Mr. N.V. Krishnan:-

When this case was taken up for final hearing today none appeared for the parties, though called twice. The applicants are the Administrative Staff Association of the Government of India Press through two of their members. The applicants are non-industrial staff employed in the Directorate of Printing. In so far as bonus is concerned, non-industrial staff and the industrial staff of the Press have both been clubbed together and they are beneficiaries of bonus under the Productivity Linked Bonus (PLB) Scheme. Admittedly, an ex-gratia payment is made to the Government of India not eligible for bonus under the above Scheme. The specific grievance of the applicants is that the ex-gratia

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payment paid to the Government of India employees is greater than what is ~~PLB~~ given to the applicants under the ~~the~~ scheme. ^{& above}

Their contention is that they are non-industrial staff of the Press. They should not be clubbed with the industrial workers or the industrial staff of the Press for purpose of grant of bonus but should be considered to be part of the general staff of the Government of India and given ex-gratia payment. In the Annexure A-1 representation dated 10.8.89 it has been pointed out that while the general staff of the Government of India have been given bonus (which is the ex-gratia payment) for 23 days, the applicants have been given a bonus of only 14 days for the year 1985-86 under the PLB scheme. Hence, they have prayed for a direction to the respondents to pay the administrative staff of the Press bonus at the same rate of the ex-gratia bonus given by the Government of India to the administrative staff employed in the Ministries.

2. This has been resisted by the respondents who have stated as follows in their reply in defence of their decision:-

"The productivity of the Press is a combined effort of both the industrial as well as non-industrial staff and could not be separated. The bulk of employees in the Presses being industrial, the Organisation has been brought under a Productivity Linked Bonus Scheme, as per the criteria followed for extending Productivity Linked Bonus Schemes in the departments of the Govt. of India. The administrative non-industrial staff being part of the organisation, they contribute to the productivity and have, therefore, to be regulated by the laid down Productivity Linked Bonus Scheme. It is not practicable to separately measure Productivity tangibly for one section of the employees. The Productivity Linked Bonus Scheme has to be laid down for the organisation as a whole."

3. It is pointed out that the PLB Scheme is applicable to the Government Presses, being an industrial organisation. Contribution to the productivity is made not

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only by the industrial workers but also by the administrative staff engaged in that industry. Hence, all are entitled to bonus only under the P.L.B.

4. We are of the view that the question whether the administrative staff engaged in an industry like the Press should be classified along with workers for the grant of bonus under the PLB Scheme is purely an administrative decision in regard to which we cannot interfere. It may be pointed out that there are cases where the rate of PLB is much higher than the ex gratia bonus given to the Government of India employees and such higher rate bonus is given not only to the workers of that unit or industry but also to the administrative staff. If, therefore, the Government Press, which is an industry, is taken as one unit and all the staff including non-industrial staff are taken together for the grant of bonus under the PLB Scheme we do not find that any right of the applicants who are administrative industrial staff, have been affected. We, therefore, do not find any merit in this O.A. Accordingly, it is dismissed. No costs.

A. Vedavalli

(Dr. A. Vedavalli)
Member(J)

N.V. Krishnan
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(N.V. Krishnan)
Vice-Chairman(A)

'Sanju'