

भारतीय कृत्रिम अंग निर्माण निगम

सी.आई.एन. : U85110UP1972NPL003646

( भारत सरकार का उपक्रम )



आई एस ओ 9001:2015 प्रतिष्ठान  
जी० टी० रोड, कानपुर - 209217



ARTIFICIAL LIMBS MANUFACTURING CORPORATION OF INDIA

CIN : U85110UP1972NPL003646  
( A GOVERNMENT OF INDIA UNDERTAKING )

AN ISO 9001:2015 COMPANY  
G. T. ROAD, KANPUR - 209217

संदर्भ सं० : CS 2E 32  
Ref. No. :

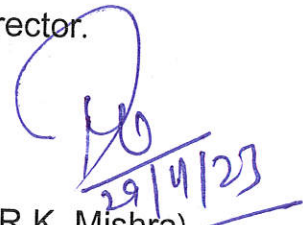
दिनांक : 29.11.2023  
Dated :

**OFFICE ORDER No. 43/2023**

**Subject – Incentive Scheme for staff/workmen from 01.04.2023 to 31.03.2026**

With a view to motivate the workmen to increase the overall productivity, the Board of Directors of Artificial Limbs Manufacturing Corporation of India vide Item No-17 of 198<sup>th</sup> Board Meeting held on 19.09.2023 approved the Incentive scheme for workmen of Corporation with effect from 01.04.2023 to 31.03.2026. The detailed scheme is enclosed at Appendix-A of this office order.

This is issued with the approval of Chairman & Managing Director.

  
(R.K. Mishra)  
Manager (AD)

1. EO to CMD----- for Information of CMD Sir
2. General Manager (F&A) Sir
3. General Manager (Marketing)-Incharge
4. General Manager (Projects and MM) -Incharge
5. HODs at Headquarters
6. All AAPC Heads – Bhubaneshwar, Bengaluru, Jabalpur, Chanalon, Ujjain, Faridabad
7. All RMC Heads – Delhi, Kolkata, Mumbai, Hyderabad, Guwahati
8. Recognized Union
9. Notice Board,
10. Website of Corporation

**Proposed Incentive Scheme (01.04.2023 – 31.03.2026)**

**1. Coverage:**

- 1.1 The Incentive Scheme is applicable to all regular workers of the Corporation from Group A to Group H. This scheme is not applicable to manpower engaged through manpower agency working on contractual basis.
- 1.2 The scheme is effective from 01.04.2023 to 31.03.2026 and may be extended by mutual consent of recognized worker union and management.

**2. PRP Scheme – Executives**

- 2.1 This refers to the scheme as finalized by DPE in the Pay Revision Guidelines.
- 2.2 The relevance of the scheme is because of its linkage in deriving the payout percentage finalized and average payable amount for E-0 officer after consideration all the factors like MOU rating, Team Rating and Individual Rating apart from the surplus and incremental surplus.

**3. Structure of the Scheme**

- 3.1 The scheme shall be subdivided into monthly incentive payable and annual incentive payable.
- 3.2 The total amount of Incentive shall be calculated in the scheme and the same after deduction of all 12 monthly payments shall be distributed at the time of Dussehra/ Diwali.
- 3.3 Monthly Incentive scheme shall be paid on the basis of Monthly Turnover achieved.

**4. Monthly Incentive**

- 4.1 The MOU Turnover Target finalized shall be divided by 12 to deduce monthly Target.
- 4.2 Monthly Incentive at various slab achievement (Actual/Target) shall be :-

	<b>A to H Category</b>
71%-80% achievement of Monthly Turnover	Rs.1400
81%-99% achievement of Monthly Turnover	Rs.1600
100%-110% achievement of Monthly Turnover	Rs.1850
Above 110% achievement of Monthly Turnover	Rs.2100

**5. Annual Incentive**

- 5.1 As desired by Workers and Workers Union, the Incentive payable shall be same for 100% attendance (Physical Presence) for workmen irrespective of their group which effectively means that same amount is payable to each worker on 100% attendance without resorting to slabs for different categories of workmen.
- 5.2 The yearly incentive shall be 93.5% of the average incentive payable to E-0 officer.  
(E-0 officers working on fixed salary of Rs. 30000 pm for one year will not be included in average)
- 5.3 From out of total incentive, monthly payments made from April to March shall be deducted and balance is payable during the festive season.

## **6. General**

- 6.1 Both monthly as well as annual incentive shall be subject adjustment by attendance factor which is a ratio of actual days present physically (including outstation duties and medicine leave)/ no. of working days.
  - 6.2 Income Tax is recoverable as per rules and Income Tax Act treating this incentive to be a part of salary.
  - 6.3 Employees dismissed/terminated and suspended from service are not entitled to the provisions of scheme. In case of suspended employee, the incentive is payable only after revocation of suspension with wages.
7. Canteen Reimbursement of Rs 200 for employees called on Sunday, Closed Saturday or Holiday shall be payable provided they stay for 4 hours and above.
  8. Conveyance of Rs 200 shall be payable to employees who attend the office for minimum 2 hours on Sunday, Closed Saturday or Holidays provided he/she does not avail company's transport.
  9. CMD is authorized to interpret, alter, amend or modify the scheme during the implementation of the scheme depending upon the sustainability of the scheme considering overall performance of the Corporation.