

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

August 27 2026

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.25th 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 49th Meeting of National Council (JCM) held on 11th 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.25th 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 21st 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 49th 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



भारत का राजपत्र The Gazette of India

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असाधारण
EXTRAORDINARY

भाग II—खण्ड 3—उप-खण्ड (ii)
PART II—Section 3—Sub-section (ii)

प्राधिकार से प्रकाशित
PUBLISHED BY AUTHORITY

सं. 4525]

नई दिल्ली, मंगलवार, अगस्त 25, 2026/भाद्र 3, 1948

No. 4525]

NEW DELHI, TUESDAY, AUGUST 25, 2026/BHADRA 3, 1948

श्रम और रोजगार मंत्रालय

अधिसूचना

नई दिल्ली, 25 अगस्त, 2026

का.आ. 4710(अ).—केंद्रीय सरकार, मजदूरी संहिता, 2019 (2019 का 29) की धारा 26 की उप धारा (2) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए यह अवधारित करती है कि उक्त संहिता की धारा 26 की उप धारा (1) और उप धारा (3) के अधीन संदेय बोनस की संगणना के प्रयोजन के लिए, जहां धारा 26 की उप धारा (1) के अधीन बोनस के लिए पात्र किसी कर्मचारी की मजदूरी सात हजार रुपये प्रति मास से अधिक है, वहां ऐसे कर्मचारी को संदेय बोनस इस प्रकार संगणित किया जाएगा मानो उसकी मजदूरी सात हजार रुपये प्रति मास या केंद्रीय सरकार द्वारा नियत न्यूनतम मजदूरी, जो भी अधिक हो, थी।

2. यह अधिसूचना 21 नवंबर, 2025 से प्रवृत्त हुई समझी जाएगी।

[फा. सं. एस-33027/5/2026-डब्ल्यूबी]

दीपिका कच्छल, संयुक्त सचिव

MINISTRY OF LABOUR AND EMPLOYMENT**NOTIFICATION**

New Delhi, the 25th August, 2026

S.O. 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-sections (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 mensem, the bonus payable to such employee shall be calculated, as if his wage was seven thousand rupees per mensem 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 21st day of November, 2025.

[F. No. S-33027/5/2026-WB]

DEEPIKA KACHHAL, Jt. Secy.



भारत का राजपत्र The Gazette of India

सी.जी.-डी.एल.-अ.-25082026-275747
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असाधारण
EXTRAORDINARY

भाग II—खण्ड 3—उप-खण्ड (ii)
PART II—Section 3—Sub-section (ii)

प्राधिकार से प्रकाशित
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सं. 4526]

नई दिल्ली, मंगलवार, अगस्त 25, 2026/भाद्र 3, 1948

No. 4526]

NEW DELHI, TUESDAY, AUGUST 25, 2026/BHADRA 3, 1948

श्रम और रोजगार मंत्रालय

अधिसूचना

नई दिल्ली, 25 अगस्त, 2026

का.आ. 4711(अ).—केंद्रीय सरकार, मजदूरी संहिता, 2019 (2019 का 29) की धारा 26 की उप धारा (1) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए, यह अवधारित करती है कि प्रति मास इक्कीस हजार रुपये से अनधिक मजदूरी पाने वाले प्रत्येक कर्मचारी को उक्त उप धारा में यथा विनिर्दिष्ट बोनस संदत्त किया जाएगा।

2. यह अधिसूचना 21 नवंबर, 2025 से प्रवृत्त हुई मानी जाएगी।

[फा. सं. एस-33027/4/2026-डब्ल्यूबी]

दीपिका कच्छल, संयुक्त सचिव

MINISTRY OF LABOUR AND EMPLOYMENT
NOTIFICATION

New Delhi, the 25th August, 2026

S.O. 4711(E).— In exercise of the powers conferred by sub-section (1) of section 26 of the Code on Wages, 2019 (29 of 2019), the Central Government hereby determines that every employee drawing wages not exceeding twenty-one thousand rupees per mensem shall be paid bonus as specified in the said sub-section.

2. This notification shall be deemed to have come into force on the 21st day of November, 2025.

[F. No. S-33027/4/2026-WB]
DEEPIKA KACHHAL, Jt. Secy.