



**DAKSHIN HARYANA BIJLI VITRAN NIGAM**  
**REGD OFFICE: VIDYUT SADAN, VIDYUT NAGAR, HISAR**  
**CIN No. U99999HR1999SGC034165**

From

Financial Adviser/Hqs  
DHBVN, Hisar

To

1. All Chief Engineers in DHBVN.
2. All Superintending Engineers in DHBVN.
3. Chief Auditor/CAO/FA(MM)/FA(CBO), DHBVN, Hisar.
4. All XENs in DHBVN.
5. All Sr. A.Os/A.Os working as DDO in DHBVN.
6. All Medical Officers in DHBVN.
7. Chief Communication Officer, DHBVN, Hisar.
8. All SDOs in DHBVN.

Memo No. Ch-195/FA/HQ/F&B-346

Dated: 29/10/2020

**Subject: Payment of Bonus for the year 2019-20.**

Dakshin Haryana Bijli Vitran Nigam has decided to pay bonus to the eligible employees for the FY 2019-20 in accordance with the provisions of the Payment of Bonus Act, 1965 as amended from time to time.


The ceiling with respect to salary/wages for employees to become eligible to earn bonus will remain Rs. 21,000/- (Rs. Twenty One Thousand only) during FY 2019-20. The eligible employees will be paid bonus @ 8.33% of the actual salary up to maximum Rs. 7000/- in the year 2019-20. Further where the salary of an employee exceeds Rs. 7000/-, the bonus should be calculated on Rs. 7000/- only. In case the salary of an employee is less than Rs. 7000/- then the bonus is to be calculated on actual amount. The employee shall be eligible for bonus provided that he/she has worked in the establishment for not less than 30 working days in the year 2019-20 in accordance with the provisions of the Act.

Further, as per advice of Ld. AG/Haryana and LR/HPU, the part time employees are also eligible for payment of Bonus. However, the contractual/outsourced employees are not eligible for bonus as already

clarified vide this office memo no. Ch-149/FA/HQs/F&B-346 dated 18/04/2017 which may be referred to by all concerned and complied with meticulously.

It should be ensured that payment of bonus to the eligible employees is invariably made up to 30/11/2020.

This issues with the approval of WTDs of DHBVN.

  
Sr. Accounts Officer/F&B 24/10  
for Financial Advisor/HQ,  
DHBVN, Hisar.

CC to :-

1. SPS to CMD, DHBVN, Hisar for kind information of Worthy CMD.
2. SPS to Director/Projects, DHBVN, Hisar for kind information of Director/Projects, please.
3. SPS to Director/Operation, DHBVN, Hisar for kind information of Director/Operation, please.
4. The CFO, DHBVN, Hisar.
5. The Company Secretary, DHBVN, Hisar.
6. The SE/IT, DHBVN, Hisar for uploading the circular on the Nigam website, pl.