

**GOVERNMENT OF INDIA
MINISTRY OF EXTERNAL AFFAIRS**

**LOK SABHA
UNSTARRED QUESTION NO.4374
TO BE ANSWERED ON 14.12.2016**

PRODUCTIVITY LINKED INCENTIVE SCHEME

4374. SHRI ANTO ANTONY:

Will the Minister of EXTERNAL AFFAIRS be pleased to state:

- (a) whether the Government is implementing any scheme called Productivity Linked Incentive Scheme (PLIS) to enhance the efficiency in the functioning of the Passport Offices in the country; and**
- (b) if so, the details thereof including the salient features of the scheme?**

ANSWER

**THE MINISTER OF STATE IN THE MINISTRY OF EXTERNAL AFFAIRS
[GEN. (DR) V. K. SINGH (RETD)]**

- (a) Yes. The Ministry of External Affairs is implementing a Scheme called Productivity Linked Incentive Scheme (PLIS) to enhance the efficiency in the functioning of the Passport Offices in the country.**
- (b) The salient features of the PLIS are as under:-**
 - (i) PLIS is an incentive which is awarded after individual/group performance is measured against pre-set goals for a given period of assessment.**
 - (ii) It is non-additive and non-cumulative.**
 - (iii) It is a variable component of the pay and is a reward based on performance.**
 - (iv) PLIS is aimed at significant improvements in economy, efficiency and effectiveness; enhancing sustained higher productivity by motivating employees through incentivizing**

individual and/or team performance and acting as a catalyst to usher in responsive governance and public accountability by linking tangible rewards to measurable achievements of employees.

- (v) The Scheme is applicable to the officials of Central Passport Organisation (CPO) in Pay Band 1, Pay Band 2 and Pay Band 3 of the Sixth Pay Commission including those on deputation to CPO.**
- (vi) PLIS in respect of all the cadre officials is being implemented from the date of commissioning of the respective Passport Seva Kendra (PSK)/ Passport Seva Laghu Kendras (PSLK) within the jurisdiction of the concerned Regional Passport Office (RPO)/ Passport Office (PO).**
- (vii) Payment of incentive is subject to proper work data kept on record in respect of PSKs/PO/RPO.**
- (viii) PLIS is paid between 15% and 35% of the Basic Pay + Grade Pay subject to a maximum of Rs. 1,20,000/- per annum.**
- (ix) It is paid on quarterly basis by the Passport Office after obtaining the approval of the Ministry of External Affairs.**
