

Gratuity & Bonus Calculator

Finance & Accounting

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This guide explains what the tool produces, how to use the output, and what to watch for. The actual output (draft/report) is generated on the tool page.

Background

Computes statutory gratuity (15/26 formula, 5-year eligibility, cap) and annual bonus (8.33-20%, wage/eligibility limits) per employee. Use it to size gratuity and bonus liabilities. For a full exit settlement, use the Full-and-Final Settlement Calculator in the HR vertical.

Purpose of this tool & output

Compute statutory gratuity and annual bonus liabilities

How the output is used

Use it to compute statutory gratuity and annual bonus liabilities so they are provided and paid correctly.

Who should vet it

Your CA or payroll consultant, to confirm the eligibility and computation before you provide or pay.

Important cautions

Confirm current caps and eligibility with your CA/consultant.

Companion documents

- Multi-State Payroll Compliance
- PF / EPF Applicability & Filing Guide
- ESI Applicability Checker
- Professional Tax State Matrix
- TDS-on-Salary (Form 16) Worksheet
- Labour Welfare Fund Tracker

This is AI-assisted guidance. Verify with a qualified professional before any binding decision. Fees, authorities and processes vary by state and change over time — confirm with your state authority.