

**GOVERNMENT OF INDIA (BHARAT SARKAR)
MINISTRY OF RAILWAYS/RAIL MANTRALAYA
(RAILWAY BOARD)**

RBE No. 142/1999

No. PC-V/98/I/7/4/1 dated 21/06/1999

Subject :- Hourly Rates of Incentive Bonus.

The subject of revising Hourly Rates of Incentive Bonus subsequent implementation of the pay scales allotted by the Fifth Central Pay Commission has been under consideration of the Ministry of Railways for some time past. The matter has been examined in detail, having due regard to the comments made by successive Pay Commissions on the working of the Incentive Scheme in the Railways. The two recognised federations viz. AIRF and NFIR have also been consulted in the matter. After detailed examination of various aspects related to the issue, the Railway Board has decided as under :-

- i. The Hourly Rate of Incentive Bonus in Workshops and Production Units operating incentive scheme on CLW pattern shall stand revised as indicated below:-

Designation	Pay Range	Hourly Rate
Junior Engineer Grade I	5,500-9,000	26.45
Junior Engineer Grade II	5,000-8,000	24.00
Senior Technician	5,000-8,000	24.00
Supervisor	4,500-7,000	21.65
Technician Grade I	4,500-7,000	21.65
Technician Grade II	4,000-6,000	19.25
Technician Grade III	3,650-4,590	17.55
Technician Grade III	3,050-3,575	14.65
Semi Skilled	2,750-4,400	13.20
Unskilled	2,550-3,200	12.25

- ii. It has also been decided that Section Engineers in Rs. 6,500-10,500 and Senior Section Engineers in Rs. 7,450-11,500 directly supervising work of staff working on the shop-floor will henceforth be entitled to monthly payment of Incentive Bonus calculated at a flat rate of 15% of their Basic Pay per month.
- iii. Payment of incentive to Junior Engineers, Essentially Indirect Workers, and Supervisors at the revised rates indicated above shall continue to be governed by the conditions laid down in Railway Board letter No. [PC-IV/88/Incentive Bonus/1 dated 6.10.1989](#) (RBE 254/1989).
- iv. The agreed increase in the hourly rate of incentive is linked with the increased productivity in the Workshops. Therefore, before the rates of Incentive Bonus indicated above are made effective, the total allowed time for each job in the Workshops will be recalculated in the following manner:
- The Fatigue Allowance, which is presently permitted at 12.5% to 25% will be fixed at a flat rate of 12.5%.
 - The Contingency Allowance, which is presently fixed at 12.5%, will be revised to a maximum of 10%.

- c. Wherever the refixation of Fatigue Allowance and Contingency Allowance in the manner indicated above leads to reduction of less than 12% in the allowed time, the Contingency Allowance shall be reduced further so as to result in 12% reduction in the allowed time.

2. The work of revision of allowed time by the Shops in the Master, the correction of the cards already in circulation in the shops should be taken in hand on an emergent basis, to be completed in all circumstances before 1.9.1999. It should also be ensured that the cards, which are already in operation, are transacted before 1.9.1999. Accordingly, rates of Incentive Bonus indicated in Para 1 above will come into effect on 1.9.1999.

Pay-scale of Semi skilled revised vide Railway Board letter No. [PC- V/98/I/7/4/1 dated 21.07.1999](#) (RBE 182/1999).

Date of implementation revised vide Railway Board's letter No. [PC-V/98/I/7/4/1, dated 19.08.1999](#) (RBE 201/1999).

**GOVERNMENT OF INDIA (BHARAT SARKAR)
MINISTRY OF RAILWAYS/RAIL MANTRALAYA
(RAILWAY BOARD)**

No. 99/M(Prod)/814/35 dated 16/08/2000

Subject :- Incentive Scheme Working.

Reference : Railway Board's letter No. [99/M\(Prod\)/814/35 dated 22.05.2000](#).

Payment of incentive bonus has been given to the SEs/ SSEs. Clarification was issued vide above referred letter regarding payment to supervisors who are supervising both incentive and non-incentive sections.

It was clarified vide the above referred letter that: -

"Supervisors/supervisors looking after the work of both incentive and non-incentive sections should be paid incentive bonus on the basis of factor of direct labour hours under incentive section to total labour hours (incentive & non-incentive sections) supervised by them "

It is now clarified that incentive bonus to supervisors looking after both incentive and non-incentive sections should be in the ratio of the direct workers under the incentive scheme to direct workers under incentive scheme plus direct workers under non-incentive scheme supervised by them

This issues with the concurrence of the Finance Directorate of the Board

GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)

24/3/04

Sy 110

No.99/M(Prod)/814/35(P1.)

New Delhi, Dated 16.3.2004

The General Managers (OL), Eastern Railway, Kolkata.
All Indian Railways & PUs.

Sub: Payment of Incentive Bonus to SSEs/SEs.

In terms of Railway Board's letter No.PC-V/98/17/4/1 dt.21.6.99, Section Engineers/Sr. Section Engineers directly supervising the staff working on the shop floor in workshops and Production units are entitled to payment of incentive bonus at a flat rate of 15% of their basic pay.

2. As clarified vide Board's letter of even number dated 22.5.2000, the monthly incentive payment to SEs/SSEs should be paid for actual number of days present during the incentive period. Southern Railway vide letter No.P(PC)524/V PC/Allowance dated 22.07.02 had sought a clarification on the method of calculation of this incentive payment to SEs/SSEs.

3. It is now clarified that the formula for calculation of monthly incentive bonus to SSES/SEs of Incentive shops will be as under:-

$$\frac{\text{Basic pay} \times 15 \times (\text{No. of working days of month} - \text{No. of days of absence})}{100 \times \text{No. of working days during the month}}$$

4. Number of days of absence will include CL, LAP, duty outside headquarter, training, sick leave etc.

Example for Dec '03:-

1) Basic pay	Rs.7900/-
2) Number of days during the month	31 days
3) Employees availed leave during the month	02 days (1 day CL + 1 day LAP)
4) Holidays during the month (Sunday = 4 days + Gazetted Holiday = 1 day on 25/12/03)	05 days
5) Actual Working days during the month	26
6) Incentive payable = $\frac{7900 \times 15 \times (26-2)}{100 \times 26}$	Rs.1094/-

5. This issues with the concurrence of Finance Directorate of Ministry of Railways and these instructions will be effective from 1.3.2004.

Ashesh Agrawal
(Ashesh Agrawal)
Director Mechanical Engg (P) - I
(Railway Board)

New Delhi Date: 16.3.2004

for Financial Commissioner
Railway Board

No.99/M(Prod)/814/35

Copy to :- (I) JFA & CAOs/All Indian Railways & PUs.
(II) DF(S), Railway Board.
(III) EDF(C&RM).

OMR, OOM, CSO, OE, CPO

OMR, OOM, CSO, OE, OAO/O, OOB

Handwritten notes:
Circulate to all shops.
Am 1/4/04
C.P. 1/4/04
20/3/04
N.S.
29/3/04
N.S. circulation
17/3/04

**GOVERNMENT OF INDIA
MINISTRY OF RAILWAY
RAILWAY BOARD**

S.No.PC-VI/155
No. 2008/M(W)/814/38

RBE No. 194/2009
New Delhi, dated 29.10.2009

The GMs/CAO(R)
All Indian Railways & PUs
(As per standard mailing list)

**Sub: Revision of hourly rates of incentive bonus and bonus factor of
Workshops/PUs in respect of staff under CRJ pattern/GIS.**

1. The subject of revising hourly rates of bonus and bonus factor subsequent to implementation of Sixth CPC pay structure has been under consideration of Ministry of Railways for sometime. The matter has been examined and it has been decided to revise hourly rates of incentive bonus and bonus factor provisionally as indicated below:

Designation	Pay Range	Hourly Rates (Rs.)	Bonus Factor under GIS at 100% (Rs.)
Jr.Engineer(s)/Sr. Technician	9300-34800/GP-4200	49.65	13440
Tech.Gr.I	5200-20200/GP-2800	43.30	11700
Tech.Gr.II	5200-20200/GP-2400	38.50	10400
Tech.Gr.III	5200-20200/GP-1900	32.20	7930
Semi Skilled/ Unskilled	5200-20200/GP-1800	25.45	6760
Unskilled *	4440-7440/GP-1300	24.50	6630

(* Till placed in PB-1)

2. It has also been decided that SSE/SE(s) in PB-2 Grade Pay Rs.4600 supervising the work of staff working on the shop floor will get monthly payment of incentive bonus calculated at flat rate of 15% of their basic pay.

3. Payment of incentive to Junior Engineers, essentially indirect workers and supervisors at the revised rates indicated above shall continue to be governed by the conditions laid down in Railway Board's letter No.PC-IV/88/Incentive Bonus/1 dated 6.10.89.

4. The revised rates for PCO allowance have already been advised vide Board's letter No.E (P&A) I/2008/SP-I/WS-4 dated 6.2.09 and 23.4.09.

5. Kindly note that bonus factor earlier calculated by multiplication of minimum of basic pay with 1.3 has been replaced with a revised total value (at 100%) as indicated above. No multiplication with any factor is to be done with this value.

6. The revision of hourly rates of incentive bonus and bonus factor of workshops and PUs is linked with 5% improvement in productivity in the workshops/PUs. Therefore, necessary adjustments in the total allowed time for each job in the workshops will have to be calculated accordingly in case of CRJ pattern incentive scheme in workshops/PUs. Similarly, for workshops/PUs under GIS, the productivity is to be increased by 5% without additional payment. The work of revision of allowed time in workshops/PUs should be taken in hand and should be completed by **30.11.09**.

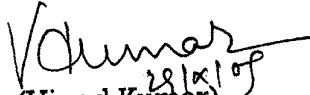
7. It has been decided to effect 5% improvement in productivity on a prospective basis i.e. w.e.f. **1.12.09**.

8. The revised rates as indicated in the table will be effective from **1.6.09**.

9. Other guidelines not covered in this letter for payment of incentive to staff under CRJ/GIS pattern incentive schemes shall continue to be in force.

This issues with the concurrence of Finance Directorate of Ministry of Railways.

Kindly acknowledge receipt.


(Vinod Kumar)
Jt. Director Mech. Engg. (P) I
Railway Board.

No.2008/M(W)/814/38

New Delhi, dated .10.2009

1. Copy (with 40 spares) forwarded to the Dy.CAG of India(Railways), Room No.224, Rail Bhavan, New Delhi.
2. Principal Director of Audit, Railways, New Delhi.


For Financial Commissioner/Rlys.

No.2008/M(W)/814/38

New Delhi, dated .10.2009

Copy to:

1. GS/NFIR
2. GS/AIRF.
3. EDE(N)/EDPC/EDFC/EDF(E)/F(E)II/E(LR), Railway Board for information.


For Secretary/Railway Board