

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

(Estd. 1965, Regd. No.1329, Website <http://www.irtsa.net>)

M. Shanmugam,
Central President, IRTSA
4, Sixth Street, TVS Nagar, Padi,
Chennai - 600050.
Email- cpirtsa@yahoo.com
Mob: 09443140817



Harchandan Singh,
General Secretary, IRTSA,
C.Hq. 32, Phase 6, Mohali,
Chandigarh-160055.
Email-gsirtsa@yahoo.com
(Ph:0172-2228306, 9316131598)

No:IRTSA/CHQ/Memo RB/2017-3

Date: 25-2-2017

1. **Member Staff**, Railway Board, Rail Bhavan, New Delhi – 110001
2. **Member Rolling Stock**, Railway Board, Rail Bhavan, New Delhi – 110001

Dear Sir,

Subject: Revision of Rates of Incentive Bonus in Workshops & Production Units as per Seventh CPC Pay Levels

Reference. RBE No.194/2009, dated 29.10.2009

ii) Railway Service (Revised Pay) Rules 2016, RBE No.93/2016 dated 02.08.2016.

1. We seek your kind attention in respect of revision of Hourly Rates of Incentive Bonus in the Workshops & Production Units under Incentive Scheme and Bonus Factor under Group Incentive Incentive Scheme after implementation of 7th CPC Pay Levels in the new Pay Matrix w.e.f. 1.1.2016.
2. The Hourly Rates of Incentive Bonus, for Technician, Helpers & Technical Supervisors, were last revised on 1.6.2009 vide Railway Board's Letter no. RBE No.194/2009, dated 29.10.2009.
3. Incentive rates were earlier based on the average of the Pay scales as per norms of ILO, but after 4th CPC these were unjustly linked to the minimum of Pay scale.
4. After 6th CPC, hourly rates of incentive bonus were further diluted and no logic or scientific methods were applied to arrive at the new incentive rates. This is causing much frustration amongst the staff & Technical Supervisors.
5. Incentive rates may please be revised based on at least the minimum pay of respective pay levels and monthly working hours, i.e, minimum pay divided by 208.
6. Senior Section Engineers (SSEs) are directly looking after the production and productivity both at Section and Shop Levels particularly after upgrading of 67% posts of JEs after the implementation of cadre restructuring w.e.f 1.11.2013 and these posts need to be covered under direct incentive rates instead of paying them in percentage of basic pay.
7. It is also pertinent to mention that original & review reports of M/S RITES incentive scheme proposals to RCF Kapurthala had recommended the inclusion of authorised members of their supervisory staff, upto SSE's level in each incentive group.


8. It is therefore, requested that Rates of Incentive Bonus may please be revised w.e.f. 1.1.2016 as per revised pay levels for the respective categories at the rates indicated below:-

Designation	Existing		Pay Level	Entry Pay	Proposed	
	Hourly rates & percent CLW Pattern	Bonus factor under GIS			Hourly rates & percent CLW Pattern	* Bonus factor under GIS
Senior Section Engineer	15% of Basic pay	15% of Basic pay	7	44900	Rs. 216	Rs.44900
Junior Engineer & Sr Technician	49.65	13400	6	35400	Rs. 170	Rs.35400
Tech Gr-I	43.30	11700	5	29200	Rs. 140	Rs.29200
Tech Gr-II	38.50	10400	4	25500	Rs. 123	Rs.25500
Tech Gr-III	32.20	7930	2	19900	Rs. 96	Rs.19900
Helper	24.50	6760	1	18000	Rs. 87	Rs.18000

(*) Bonus factor is as defined in Railway Board's letter No 91/M(W)/964/126 dt 17/12/99.

9. Hourly Incentive rates should be increased by 25% whenever the DA cross 50%, as like all other allowances which are granted at fixed amount.

Yours faithfully,



(Harchandan Singh),
General Secretary, IRTSA

Copy for information & favourable consideration to:

1. **Additional Member Staff**, Room No 208, Railway Board, Rail Bhavan, New Delhi – 110001
2. **Executive Director (IR)**, Room No.401, Railway Board, Rail Bhavan, New Delhi – 110001.
3. **Executive Director PC-I**, 322-A, MRTS Building, Pragati Maidan, Metro Station, New Delhi – 110001
4. **Executive Director PC-II**, 338-A, MRTS Building, Pragati Maidan, Metro Station, New Delhi-110001
5. **Secretary Establishment, Railway Board**, Railway Board, Rail Bhavan, New Delhi – 110001