

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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

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No:IRTSA/Chq/RB Memo/Incentive/2018-1

Date: 1-1-2018

**MEMBER STAFF
RAILWAY BOARD
RAIL BHAWAN, NEW DELHI-110001**

Respected Sir,

Sub: Revision of Hourly Rates of Incentive Bonus & Bonus Factors of Workshops & PUs Staff under Chitaranjan Pattern & Group Insurance Scheme as per 7th CPC Pay Levels.

Ref: i) Railway Board's letter No. 2008/M(W)/814/38 dated 29.10.2009

ii) Railway Board order No. ERB-I/2017/23/39 dated 06.07.2017

1. Hourly Rates of Incentive Bonus and Bonus Factor of Workshops Production Units Staff were last revised vide Railway Board's letter No. 2008/M(W)/814/38 dated 29.10.2009 after implementation of recommendations of the 6th CPC. Before that the Hourly Rates of Incentive Bonus, were revised vide Railway Boards Letter no. PC-V/98/1/7/4/1 Dated 21. 06.1999.
2. Revision of Incentive Rates was belatedly done in the year 1999, with unjustified reduction of Allowed Times by 12% with reduced Fatigue Allowance & Contingency Allowance which were earlier fixed as per established norms fixed by ILO. Revision of Incentive Rates was thereafter done in the year 2009 with a multiple factor of 2 times instead of 2.26 times adopted for Pay rise after the Sixth CPC's, and the Allowed Times were again unjustly further reduced by 5% across the board under Chitaranjan (CRJ) Pattern of Incentive Scheme in the Workshops and Production Units (PUs).
3. For Group Incentive Scheme (GIS), Bonus Factor was revised in the year 1999, on the basis of 5th CPC pay scales by unjustly multiplying the minimum of pay scale with only 1.3 instead of a higher multiple factor for Pay rise.. Again after 6th CPC, the Bonus Factors was unjustly raised only 2 times instead of 2.26 times increase in the pay in 5th CPC pay scales..
4. Initially rates of incentive were based on the average of the Pay scales as per norms of ILO, but after the Fourth Pay Commission these were linked to the minimum of Pay scale. It continues to be so calculated till now against the norms prescribed by the ILO to calculate the same on the average of pay instead of minimum. This itself is resulting in substantial savings to the Railways at the cost of the employees.
5. It is, therefore, requested that, the hourly rates of Incentive Bonus and Bonus Factors of Workshops/PUs staff under CRJ Pattern & GIS may please be revised early based on pay levels in 7th CPC Pay Matrix as shown in the table placed as Annexure 1 (on Page 2),
6. **Senior Section Engineers be brought directly under Incentive:**

Senior Section Engineers (SSEs) are part and parcel of incentive system but are paid only 15% of the Basic Pay as Incentive Bonus which is much below the staff working under them. After the last Cadre Restructuring, the strength of SSEs is 67% of cadre of Technical Supervisors. They are all frustrated due to this anomaly especially on account of the fact that inspite of the additional and higher responsibilities being shouldered by them as SSE they also continue to shoulder all the workload and responsibilities they had to shoulder as junior Engineer (JEs) prior to upgrading.

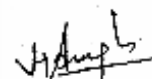
SSEs are, as such, are now even more directly responsible for optimizing the productivity under Incentive Scheme. But they get less take-home Pay than their juniors working under them as Senior Technicians & even as Technicians who are two Grades / 2 Levels below them. This is causing much frustration and heart burning among the SSEs.

It is, therefore, requested that SSEs may please be brought under direct Incentive like JEs at the hourly rate of Rs.216 in CRJ system and Rs.44,900 as Bonus Factor under GIS as per details submitted in Annexure 1.

7. **PCO Allowance:**

a) Production Control Organisation (PCO) Allowance is part of Incentive system paid in lieu of Incentive Bonus to Technicians, JEs & SSEs whenever they are required to work in PCO organizations. But they are put to loss due to lower take home Pay than the Incentive on the Shop-Floor. As such, it is not justified to treat PCO Allowance like other allowances to apply the indexing factor of 0.8. Hence, the PCO Allowance may please be paid @ 15% to Technicians, Junior Engineers (JEs) and 7.5% to Senior Section Engineers (SSEs) as hitherto-fore.

Yours' faithfully,



**Harchandan Singh,
General Secretary/IRTSA**

Copy for favourable consideration to:

1. Secretary (Establishment), Railway Board, Rail Bhawan, New Delhi – 110001
2. Executive Director/ME(W), Railway Board – Convener, Committee to examine the issues related to revision of hourly rates of Incentive Bonus.
3. Executive Director/PC-II, Railway Board – Member, Committee to examine the issues related to revision of hourly rates of Incentive Bonus.
4. Executive Director/F(C), Railway Board Member, Committee to examine the issues related to revision of hourly rates of Incentive Bonus.

ANNEXURE

**Proposed Rates of Incentive Bonus under CRJ Pattern & Bonus Factor under GIS
From 1-1-2016 as per 7th CPC Pay Levels**

Designation	7 th CPC Pay Level in Pay Matrix Rs.	7 th CPC Minimum Pay in Pay Level Rs.	Existing		Proposed	
			Hourly Rate in CRJ pattern Rs.	Bonus Factor in GIS Rs.	Hourly Rate of Incentive in CRJ pattern Min Pay/208 Rs.	Bonus Factor in GIS Min Pay in Pay Level Rs.
Senior Section Engineer	Pay Level-7	44900	15% of Basic Pay	15% of Basic Pay	216	44900
Junior Engineer	Pay Level-6	35400	49.65	13340	170	35400
Sr. Technician	Pay level-6	35400	49.65	13340	170	35400
Technician Gr-I	Pay Level-5	29200	43.30	11700	140	29200
Technician Gr-II	Pay Level-4	25500	38.50	10400	123	25500
Technician. Gr-III	Pay Level-2	19900	32.20	7930	96	19900
Semi Skilled/ Unskilled	Pay Level-1	18000	25.45	6760	87	18000