

**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.

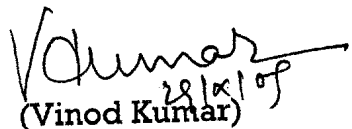
7. It has been decided to effect 5% improvement in productivity on a prospective basis i.e. w.e.f. 1.12.09.

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