

# INDIAN RAILWAYS TECHNICAL SUPERVISORS' ASSOCIATION

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



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No:IRTSA/Memo-27

Date: 27.05.2024

**Member Traction & Rolling Stock  
Railway Board,  
New Delhi.**

Respected Sir,

**Sub: Inclusion of CMT staff (CMA & CMS) in incentive bonus system working on shop floor of PUs and Mechanical and S&T workshops of Indian Railways.**

Ref: 1) Railway Board letter No.2022/M(W)/814/26, dated 21.03.2024.  
2) Railway Board letter No.2004/M(W)/814/41, dated 21.05.2008.

- 1) IRTSA wishes to bring to your kind notice about non-inclusion of Chemical & Metallurgical Laboratories' staff (CMA & CMS) working on shop floor in many of Production Units and Mechanical and S&T workshops of Indian Railways under incentive bonus system as per Railway Board letter No.2004/M(W)/814/41, dated 21.05.2008.
- 2) Chemical & Metallurgical Laboratories' staff (CMA & CMS) in Indian Railways are shouldering responsibility of Quality Control of various major items used in Rolling stocks. They are performing their quality control duties in Production Units & Mechanical workshops in laboratories as well as directly on the shop floors.
- 3) Effective quality control through analysis of chemical composition & metallurgical specifications as well as inspection & testing of safety components – especially vital safety items like Spring Steel Bars & Springs, Axles, Wheels, Bogie Frames, Bogie Bolsters, Body Bolsters, draw gear items, etc are certified by CMA & CMS on the shop floor working along with shop floor Technical Supervisors. DFT & Gloss Value for painting of rolling stocks are tested inside paint shops. All items mentioned are tested 100%, except a few which are tested as per specified sample size.
- 4) Additionally in workshops, Dye Penetrant Test for all the under slung brackets, j-brackets, channels & brackets for bio tanks, CBC coupler head assembly, brackets for battery box & auxiliary reservoir, sole bar joints, wire rope brackets and all other miscellaneous components are done on fitted condition on shop floors. Dye Penetrant Test is also done for under slung water tanks and overhead water tanks for given samples. All additional works are being carried out without any addition of man power.
- 5) Inclusion of CMA & CMS working on shop floors in incentive bonus system is not being followed in many of PUs and workshops. Some of the PUs and workshops are extending incentive bonus for CMA & CMS working on shop floor manufacturing or doing POH for Spring Steel Bars & Springs, Axles, Wheels, Bogie Frames, Bogie Bolsters, Body Bolsters, draw gear items, etc. But, many of PUs and workshops are not extending the same to the CMA & CMS working in same shops, despite Railway Board's instruction vide letter No.2004/M(W)/814/41, dated 21.05.2008 on payment of incentive bonus to CMA & CMS working on shop floors. This has been reiterated by Railway Board through its letter No.2022/M(W)/814/26, dated 21.03.2024.

- 6) It is therefore requested that, necessary instructions may please be given to all PUs and Mechanical workshops (which have not included CMA & CMS in incentive bonus system) to include CMA & CMS in incentive bonus system working on shop floors of PUs and mechanical and S&T workshops.

Thanking you, with regards,

Yours' truly



**K.V. RAMESH**

**General Secretary, IRTSA**

**9003149578**

**Enclosure: Retyped letter of Railway Board letter No.2004/M(W)/814/41, dated 21.05.2008**

Copy to – For kind information & Necessary Action:

Secretary Railway Board, New Delhi -110001.

Additional Member (Staff), Railway Board, New Delhi-110001.

Additional Member (Mechanical Engg), Railway Board, New Delhi-110001.

Additional Member (PU), Railway Board, New Delhi-110001.

General Manager, Central Railways.

General Manager, Eastern Railways.

General Manager, East Central Railways.

General Manager, East Coast Railways.

General Manager, Northern Railways.

General Manager, North Central Railways.

General Manager, North Eastern Railways.

General Manager, North East Frontier Railways.

General Manager, North Western Railways.

General Manager, Southern Railways.

General Manager, South Central Railways.

General Manager, South Eastern Railways.

General Manager, South East Central Railways.

General Manager, South Western Railways.

General Manager, Western Railways.

General Manager, West Central Railways.

General Manager, Integral Coach Factory.

General Manager, Rail Coach Factory.

General Manager, Chittaranjan Locomotive works.

**Retyped letter of Railway Board letter No.2004/M(W)/814/41, dated 21.05.2008.**

The General Managers  
All Indian Railways and  
Production Units.

**Sub: Policy for PCO Allowance**

- Ref: 1. Board's letter No. E(P&A)I-99/SP-1/WS-1, dated 10.08.1999.  
2. Board's letter No. E(NG)I-78SR6/44, dated 09.06.1978.  
3. DLW letter No. M.PLO/I&L/MPR/32, dated 16.04.2004.  
4. CLW letter No. SFM-05/54/12, dated 14.11.2006.

With reference to above the following is being clarified on the subject of PCO allowance.

- a. JE-I and JE-II working in PCO shall be eligible for allowance in terms of Board's letter No. E(P&A)I-99/SP-1/WS-1, dated 10.08.1999. The provisions made vide para 2(iii) of Board's letter No. E(NG)I-78SR6/44, dated 09.06.1978 for the purpose of ascertaining entitlement in cases of posting to PCO on promotion would not be applicable.
- b. CMT staff working in various laboratories and inspection wings is not eligible for PCO allowance of incentive bonus/allowance. **The existing instructions about incentive payment to CMT staff working on shop floor have however continue to remain applicable.**

This issues in consultation with Establishment (NG) directorate and with concurrence finance directorate of Ministry of Railways.

-sd-  
Ajay Nandhan  
Dir. Mechanical Engg (P)  
Railway Board