

INDIAN RAILWAYS TECHNICAL SUPERVISORS' ASSOCIATION

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No:IRTSA/Memo-33

Date:28.08.2025

Smt. Nirmala Sitaraman
Hon'ble Minister for Finance

Shri. Ashwini Vaishnaw
Hon'ble Minister for Railways

Respected Madam/Sir,

Sub: Productivity Linked Bonus (PLB) for non gazetted Railway employees for the financial year 2024-25.

Ref: Railway Board order No. E(P&A)II/2015/PLB-4 (RBE No.109/2016), dated 15.09.2016.

- 1) We request your kind attention for revising the ceiling of Productivity Linked Bonus (PLB) for Railway employees working in level-1 to Rs.18,000 + DA and calculation of PLB in proportion to higher pay levels for the employees working in level-2 and above. Ceiling of monthly emolument of Rs.7000 for the purpose of calculating PLB for non-gazetted Railway Employees fixed in the year 2016 is unrealistic and not in commensuration with 7th CPC pay matrix.
- 2) The PLB scheme for Railway employees came in to force from the year 1979. From the year 1995-96, all the Group 'C' and Group 'D' employees have been paid PLB without any ceiling on wages for eligibility. The scheme envisaged measurement of productivity of Railways by the net tonne KM for goods revenue traffic and passenger KM equated to goods traffic relating to average staff strength.
- 3) Ceiling of monthly emoluments for the purpose of payment of PLB was fixed as Rs.7000 (Basic Pay + DA) from the financial year 2014-15 vide Railway Board letter No. RBE No.109/2016 dated 15.09.2016. It remains same till date with same PLB amount of Rs.17,951 for continuous ten years.
- 4) Year wise from 2001-02 to 2023-24 equivalent days of PLB, monthly wage ceiling and maximum PLB admissible is given in the table below.

	Year	Days	Monthly wage ceiling	Maximum PLB					
			Amount in Rs.		11	2011-12	78	3500	8975
					12	2012-13	78	3500	8975
1	2001-02	59	2500	4849	13	2013-14	78	3500	8975
2	2002-03	59	2500	4836	14	2014-15	78	7000	17951
3	2003-04	59	2500	4836	16	2015-16	78	7000	17951
4	2004-05	59	2500	4849	17	2016-17	78	7000	17951
5	2005-06	65	2500	5342	18	2017-18	78	7000	17951
6	2006-07	70	2500	5753	19	2018-19	78	7000	17951
7	2007-08	73	3500	8399	20	2019-20	78	7000	17951
8	2008-09	75	3500	8630	21	2020-21	78	7000	17951
9	2009-10	77	3500	8860	22	2021-22	78	7000	17951
10	2010-11	78	3500	8975	23	2022-23	78	7000	17951
					24	2023-24	78	7000	17951

- 5) Entry pay for lowest grade of Pay Level-1 in Railways was fixed as Rs.18,000 w.e.f. 01.01.2016. PLB equivalent to 78-day wages calculated on the basis of wage ceiling of Rs.7000 with the maximum admissible PLB of Rs.17,951 sounds irrational.
- 6) Indian Railways is continuously improving its productivity. Gross traffic receipt of IR has increased by 5.1% from Rs.2,64,600 crore in 2023-24 to Rs. 2,78,100 crore in 2024-25. This improved performance is not being reflected in PLB paid to employees.

7) Issues with Productivity Linked Bonus (PLB)

- i) **Ceiling not in commensuration with 7th CPC pay matrix:** Monthly wages ceiling for PLB was not revised from Rs.7000 to Rs.18,000 after implementation of 7th CPC recommendations w.e.f. 01.01.2016. Ceiling of Rs.7000 remains same for ten years.
- ii) **Stagnant PLB Amount:** The PLB amount of ₹17,951 has not increased for the past ten years, ignoring even inflation. Since implementation of 7th CPC pay matrix, rate of DA increased to 55% up to January 2025. PLB should have been increased by Rs.9800 atleast in proportion to DA increase since 2016.
- iii) **PLB is not in proportion to number of equivalent days announced:** Last year PLB equivalent for 78 days wages were announced. But, Rs.17,951 paid as PLB was not in proportion to 78 days wages. PLB paid per day worked out to be Rs.230 (Rs.17,951/78 days), whereas minimum pay per day for starting basic pay of Rs.18,000 in level-1 plus 55% DA is Rs.930.
- iv) **No weightage for employees working in Pay Level- 2 and above:** PLB calculation gives no weightage for employees working in Pay Level 2 and above, shouldering higher responsibilities for improving productivity.
- v) **PLB paid not in proportion to improved Railway performance:** Improvements in the productivity of goods and passenger traffic not reflected in the PLB paid to employees.

8) It is therefore requested that

i) Revision of Ceiling Limit for Pay Level-1:

The ceiling limit for Pay Level-1 employees for the purpose of PLB should be revised to ₹18,000 plus Dearness Allowance (DA).

ii) Removal of Ceiling Limit for Pay Levels 2 and above:

The ceiling limit of PLB should be removed for employees working in level-2 and above and the calculation of PLB should linked to Pay level the employees are working.

Thanking you

Copy for kind information & necessary action

CRB & CEO Railway Board, New Delhi.

Additional Secretary, Dept of Expenditure, Ministry of Finance.

Secretary, Railway Board, New Delhi.



K.V.RAMESH
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