



**GOVERNMENT OF INDIA
MINISTRY OF RAILWAY
(RAILWAY BOARD)**

No. 2008/M(W)/814/38

New Delhi, dated 23.02.2010

The GMs/CAO(R)
All Indian Railways & PUs

Sub: Revision of hourly rates of incentive bonus and bonus factor of Workshops/PUs in respect of staff under CRJ pattern/GIS – Clarification.

Ref: Board's letter of even no. dated 29.10.09.

Vide Board's letter under reference, the revised hourly rates of incentive bonus and bonus factor of workshops/PUs were advised to the Railways. Some of the Railways have sought certain clarifications regarding implementation of above instructions. The details of issues raised and the clarifications are given below:

- i. **Issue:** Date of revision of incentive bonus in case of SSE/SE (Grade Pay 4600).

Clarification: The revised rates in case of SSEs/SEs (Grade Pay 4600) will be effective from 1.6.09.

- ii. **Issue:** Category of supervisors who are entitled for incentive.

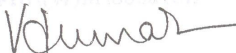
Clarification: SSEs/SEs directly supervising the staff working on the shop floor are entitled for payment of incentive bonus at a flat rate of 15% of the basic pay. For related issues, kindly refer to Board's letter No.99/M(Prod.)/814/35 dated 22.5.2000 and 16.3.2004.

- iii. **Issue:** Guidelines for reduction of 5% in allowed time.

Clarification: Workshops/PUs may reduce the normalized time for individual activity in such a manner that the overall allowed time for that activity is reduced by 5%.

iv. **Issue:** Payment of incentive to staff and supervisors on getting the benefit of Modified Assured Career Progression (MACP).

Clarification: Incentive payment should be decided on the basis of the post/designation held by the employee and the hourly rate/bonus factor corresponding to that post/designation.


(Vinod Kumar)
Jt. Director Mech. Engg. (P)
Railway Board.

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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.

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