

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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

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No. IRTSA/ Memo/RB/Incentive - JEs/ 5-1(a)

Dated: 7-4-2010

1. Chairman, Railway Board, Railway Board, Rail Bhavan, New Delhi
2. Member Staff, Railway Board, Railway Board, Rail Bhavan, New Delhi
3. Member Mechanical, Railway Board, New Delhi

Dear Sir,

Subject: REVISION OF RATES OF INCENTIVE BONUS OF JUNIOR ENGINEERS IN WORKSHOPS & PRODUCTION UNITS.

Ref: RBE No.194/2009, Dated 29.10.2009 on the subject - Revision of hourly rates of incentive bonus and bonus factor of workshops and PUs.

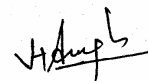
1. We seek your kind intervention in respect of discriminations created by the above mentioned Railway Board letter on revision of hourly rates of incentive bonus and bonus factor.
2. New pay scales and DA based on the Sixth Pay Commission recommendations were implemented on 1.09.2008 w.e.f. 1.1.2006. All other allowances in respect of revised pay scales were implemented w.e.f. 1.09.2008.
3. Revision of hourly rates of incentive bonus and bonus factor based on the revised pay scales were effected from 1.06.2009 (vide Railway Board's order cited above). This is discriminatory and the incentive rates should justifiably be revised w.e.f 1.1.2006.
4. The Hourly Rates of Incentive Bonus, for the Artisan Staff & Technical Supervisors, were last revised vide Railway Boards Letter no. PC-V/98/1/7/4/1 Dated 21. 06.1999.
5. Incentive Rates were earlier based on the average of the Pay scales as per norms of ILO, but after Fourth Pay Commission these were unjustly linked to the minimum of Pay scale instead of the average of the Pay scales.
6. After Sixth CPC, hourly rates of incentive bonus were further diluted and no logic or scientific methods were applied to arrive at the new incentive rates. This is causing much frustration amongst the staff & Technical Supervisors. While the wages after Sixth CPC were increased by 2.26 times (i.e. $BP \times 1.86 + 40\%$) than those after Fifth CPC, but the Incentive rates had been increased only 2 times the existing rates in case of Technicians but even lower than that in case of Junior Engineers – thus not only altogether de-linking the Incentive rates from the wages in violation of ILO norms, but even discriminating in respect of proportionate rise.

7. The hourly rates of Incentive Bonus of all other categories have been revised at least two times the existing rates (vide Board's orders cited above). But the new rate of Incentive Bonus for JE-I is only @ Rs49.65, which is less than 2 times of the existing rates of Rs 26.45. Hourly Incentive rates of Junior Engineers should be revised as Rs. 52.90 in proportion to the revision done in case of other categories.

8. It is, therefore, requested that:

- a) Rates of Incentive may please be revised wef 1.1.2006 or at-least from 1.9.2008 (i.e. the date from which all the Allowances were revised) to eliminate the discriminations.
- b) Hourly rates of Incentive Bonus of all staff be revised at 2.26 times the existing rates (as indicated in the Table annexed below) in proportion to the increase of wages after Sixth CPC (i.e. $BP \times 1.86 + 40\%$); OR
- c) At least the Hourly Incentive rates of Junior Engineers may please be revised to Rs. 52.90 (at twice the existing rates) in proportion to the revision done in case of other categories (i.e. Technicians & Senior Technicians etc.).

Yours faithfully,



(Harchandan Singh),
General Secretary, IRTSA

Copy for information & favourable consideration to:

1. Additional Member Mechanical (PU), Railway Board, New Delhi
2. Advisor Staff, Railway Board, New Delhi
3. Advisor Industrial Relations, Railway Board, New Delhi.
4. Secretary (Establishment), Railway Board, Rail Bhavan, New Delhi.
5. Executive Director Pay Commission, Railway Board, Rail Bhavan, New Delhi.

9. Proposed Hourly Rates of Incentive

Designation	Pre-revised Incentive Rates Rs	Revised Hourly Rates of Incentive Rates Rs.	Increase in Number of Times of Existing rates	Proposed Hourly Rates of Incentive if revised by 2.26 of Existing rates	Proposed Hourly Rates of Incentive if revised at least by 2 times of Existing rates
(1)	(2)	(3)	(4)	(5)	
Helper – II	12.75	24.50	1.9	25.50	
Helper -I	12.75	25.45	2.0	25.50	
Tech Gr-III	14.65	32.20	2.2	32.20	
Tech Gr-II	19.25	38.50	2.0	38.50	
Tech Gr-I	21.65	43.30	2.0	43.30	
Senior Tech.	24.00	49.65	2.1	49.65	
Junior Engineer-I	26.45	49.65	1.9	52.90	