

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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

*M. Shanmugam, Central President,
4, Sixth Street, TVS Nagar, Chennai- 600050.
Email- cpirtsa@yahoo.com
Mob: 09443140817*



*Harchandan Singh, General Secretary, C.Hq.
32, Phase 6, Mohali, Chandigarh-160055.
Email-gsirts@yahoo.com
(Ph:0172-2228306, 9316131598)*

No. IRTSA/ Memo/RB/Incentive - SSE/ 9-11

Dated: 23-4-2010

**Member Mechanical,
Railway Board,
New Delhi**

Dear Sir,

Subject: REVISION OF RATES OF INCENTIVE BONUS OF SSE IN WORKSHOPS & PRODUCTION UNITS - AS PER BASIC PAY GRANTED TO THEM ON FINANCIAL UP-GRADATION UNDER MACP

Ref: Railway Boarder letter No.2008/M(W)/814/38, Dated 29.10.2009, 23.02.2010 and 27.7.2010 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 needless confusion created on account of Railway Board's Clarification dated 27.7.2010 on revision of hourly rates of incentive bonus and bonus factor.
2. As per Board's letter No. 99/M(Prod.)814/35 dated 22.5.2000 and 16.03.2004, SSEs (Senior Section Engineers) supervising the staff working on the shop floor are entitled for payment of incentive bonus at the rate of 15% of the basic pay.
3. After the implementation of SCPC recommendations Railway Boarder through it's letter No.2008/M(W)/814/38, Dated 29.10.2009 granted incentive bonus at the rate of 15% of revised basic pay w.e.f. 1.12.2009. Board also further clarified in its letter even no. dated 23.02.2010 that, 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.
4. Para 16 of annexure of MACPS order (RBE N0.101/2009, dated 10.06.2009) states that, on grant of financial up-gradation under the scheme, there shall be no change in the designation, classification or higher status.
5. However, financial and certain other benefits which are linked to the pay drawn by an employee such as HBA, allotment of Government accommodation shall be permitted. At no place it was stated that the basic pay being granted on financial up-gradation should be treated as officiating pay. For all purposes including retirement benefits except that of status, basic pay granted on financial up-gradation is being treated as regular pay.
6. But, board in it's second clarification on 27.7.2010 (on incentive bonus) advised an impracticable practice of granting incentive at flat rate of 15% of the substantive basic pay of the regular post held by SSE and not the basic pay granted to them on financial up-gradation under MACP. This is completely discriminatory and impracticable, since pay granted on financial up-gradation is not officiating pay.
7. Basic pay/Grade Pay drawn before the financial up-gradation cannot also be taken as substantive pay. This violates the basic spirit of MACPS recommendations that the benefits

linked to basic pay shall be permitted in the pay granted on financial up-gradation due to MACPS.

8. Hence it is requested that the second clarification issued by Railway Board on 27.7.2010 may please be withdrawn.

Yours faithfully,



(Harchandan Singh),
General Secretary, IRTSA

Copy for information & favourable consideration to:

1. **Additional Member Mechanical (PU), Railway Board, New Delhi**
2. **Additional Member Staff, Railway Board, New Delhi**
3. **Advisor Industrial Relations, Railway Board, New Delhi.**
4. **Secretary (Establishment), Railway Board, New Delhi.**
5. **Executive Director Pay Commission, Railway Board, New Delhi.**
6. **Joint Director Mech. Engg (P)I, Railway Board, New Delhi.**

Letter no: 2008/M(W)/814/38 Dated, 23.02.2010.

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

Vide Board's letter even number dated 29.10.2009, the revised rates of incentive bonus and bonus factors of workshops/PUs were advised to the Railways. Some of the Railways have sought certain clarification 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 SSE/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 staff working on the shop floor is entitled for payment of incentive bonus at the 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 16.03.2004.

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

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

iv. Issue: Payment of incentive to the 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.

Letter no: 2008/M(W)/814/38 Dated, 27.07.2010

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

Ref: 1. Board's letter even number dated 29.10.09 and 23.02.10

2. DMW/Patiala letter No. DMW/M/PL/65 Vol.VIII dt 3.5.10

Vide Board's letter under ref. (1) revision of hourly rates of incentive bonus was advised to Railways. Subsequently, a clarification was also issued vide Board's letter of even no. dated 23.2.10

DMW Vide its letter under ref. (1) has raised certain issues regarding payment of incentive bonus to supervisors. The matter has been considered in Board's office and it's clarified as under:

1. Eligible SSE/SEs are to be paid incentive at flat rate of 15% of the substantive basic pay of the regular post held by them and not the basic pay granted to them on financial up-gradation under MACP.
2. Eligible JEs will continue to be paid on the basis of hourly rates/ "K" factor corresponding to their designation i.e. GP Rs.4200 and not on the basis of basic pay granted to them on financial up-gradation under MACP.