

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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

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No. IRTSA/ Memo/RB/Incentive rate

Dated: 21.02.2010

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

Dear Sir,

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

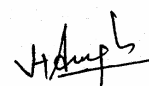
Reference: RBE No.194/2009, Dated 29.10.2009 reg. Revision of hourly rates of incentive bonus and bonus factor of workshops and PUs.

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. a) 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.
b) Regrettably, the Revision of hourly rates of incentive bonus and bonus factor based on the revised pay scales were effected from 1.06.2009 (Railway Board order cited above). This is discriminatory and the incentive rates should justifiably be revised w.e.f 1.1.2006.
3. 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. 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.
4. 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.
5. Incentive @ of rate of 15% was paid to SE/SSE(s) in the pre-revised pay scale up to 31.05.2009 and on the revised pay from 1.06.2009. This is totally unjustified since the incentive paid to the SE/SSE(s) is at a flat rate of 15% of the basic pay, Incentive to them should also be paid on the Revised Basic Pay from 1.1.2006 - i.e. the date from which the pay was revised.
6. The hourly rates of Incentive of all other categories have been revised at least two times the existing rates (*vide Board's orders cited above*), increase in JE-I rate @ Rs.49.65, 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.
7. With new pay scales coming into effect from 1.1.2006 and the 15% incentive in the revised pay scales implemented from 1.06.2009, incentive - during the period from September 2008 and May 2009 - was without even considering the increments earned during these 9 months – which was totally unjustified.

8. Incentive bonus in any case cannot be paid based on the pre-revised scale to the SE/SSE(s) recruited in the period between 1.09.2008 and 1.06.2009 (who were all borne only in the Sixth CPC scale). There is confusion among the Railways about the incentive bonus paid to them in the mentioned period and no uniform system is followed through out Indian Railways.
9. a) It is, therefore, requested that Rates of Incentive Bonus may please be revised as per Revised Pay for the respective categories at the rates indicated (*in col. 6*) below and Incentive Bonus to SSE(s) may please paid @ 15 % of revised basic pay;
- b) 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.

Designation	Existing Revised Incentive Hourly Rates	Grade Pay	Pay Band	Minimum Revised Pay (As per Entry pay in Sec.II of Sch. I of RPR)	Proposed Incentive hourly rates <i>Col 5</i> 208
1	2	3	4	5	6
Helper – II	24.50	1300	1S	(Upgraded by SCPC to PB I)	29.1
Helper -I	25.45	1800	PB-1	7000	33.7
Tech Gr-III	32.20	1900	PB-1	7780	37.4
Tech Gr-II	38.50	2400	PB-1	9840	47.3
Tech Gr-I	43.30	2800	PB-1	11170	53.7
Senior Tech.	49.65	4200	PB-2	13500	64.9
JE-II	49.65	4200	PB-2	13500	69.4
JE-I		4200	PB-2	14430	

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.