

# INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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

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No. IRTSA/ Memo/RB/Incentive - SSE/ 11-2010

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,

**Sub: REVISION OF RATES OF INCENTIVE BONUS OF SEs & SSE(s) 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 order cited above). It had also been decided to revise the incentive bonus for SE/SSE(s) from 1.06.2009 - in the Grade Pay Rs.4600 working on the shop floor based on the revised pay.
4. After the implementation of new pay scales of SCPC, calculations of hourly rates of incentive bonus were further diluted and no scientific methods were applied to arrive at the new incentive rates. Implementation date was also done arbitrarily by revising the rates only from 1.06.2009. Incentive rate of 15% was paid to SE/SSE(s) in the pre-revised pay scale up to 31.05.2009 and it is being paid in the revised pay scale from 1.06.2009. This is discriminatory since the incentive paid to the SE/SSE(s) at the flat rate of 15% of the basic pay should be actually effected from 1.1.2006 like the new pay scales.
5. With new pay scales physically coming into effect from 1.9.2008 and the 15% incentive in the revised pay scales implemented from 1.06.2009, incentive amount equal to 15% of the pre-revised pay received by SE/SSE(s) in the month of August 2008 was paid between the months of September 2008 and May 2009 with out even considering the increments earned during these 9 months.
6. More over for the fresh entrant SE/SSE(s) who are all recruited in the period between 1.09.2008 and 1.06.2009 (who are all borne only in the Sixth Pay Commission scale) incentive bonus can not be paid based on the pre-revised scale – thus creating a serious anomaly & discrimination – within the same cadre.

7. It is therefore requested that the incentive bonus @ 15% of Revised basic Pay may please be paid to all SEs & SSEs at least w.e.f 1.9.2008 - to eliminate the above mentioned anomaly & discrimination – within the same cadre.

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.