

भारत सरकार GOVERNMENT OF INDIA
रेल मंत्रालय MINISTRY OF RAILWAYS
(रेलवे बोर्ड RAILWAY BOARD)

RBE No. 142/2008

No. E(P&A)II-2008/PLB-10

New Delhi, dated : 3.10.2008.

The General Managers/CAOs,
All Indian Railways & Production Units etc.
(As per mailing lists No.1 & 2).

- Subject: 1. Payment of Productivity Linked Bonus to all eligible non-gazetted Railway employees for the financial year 2007-2008.**
2. Enhancement of wage calculation ceiling prescribed for payment of PLB.

The President is pleased to sanction Productivity Linked Bonus (PLB) equivalent to 73 (Seventy three) days wages without any ceiling on wages for eligibility for the financial year 2007-08 to all eligible non-gazetted Railway employees (excluding all RPF/RPSF personnel). The maximum wage calculation ceiling for payment of PLB has been enhanced from Rs.2500/- p.m. to Rs.3500/- p.m. w.e.f. 1.4.2006. Where wages exceed Rs.3500/- per month, Productivity Linked Bonus will be calculated as if 'wages' are Rs.3500/-p.m.

2. 'Wages' for the purpose of calculating Productivity Linked Bonus shall include 'Basic pay' as defined in the Railway Services (Revised Pay) Rules, 2008 and dearness allowance drawn during the financial year 2007-08. In partial modification of the instructions contained in Para 2(d) of this office letter No.E(P&A)II-2001/PLB-14 dated 20.9.2002, it has been decided that the total wages arrived at for the 12 months are to be divided by 365 days even in a leap year. Other conditions of eligibility, method of calculation of wages, etc., as prescribed in this Ministry's instructions and clarifications issued from time to time, shall remain unchanged.

3. It has also been decided that in the case of eligible employees mentioned in Para 1 above who were not placed under suspension, or had not quit service/retired/expired during the financial year 2007-08 or were on leave where leave salary admissible is not less than that admissible on leave on average pay, may be paid an amount of Rs.8399/- towards Productivity Linked Bonus for the financial year 2007-2008. In the case of employees other than those mentioned above, the amount of Productivity Linked Bonus may be calculated in accordance with the extant instructions on the subject.

4. The Ministry of Railways have also decided that in relaxation of the provisions in Rules 905(2), 908 and 909 of State Railway Provident Fund Rules, as contained in Chapter 9 of R-I/1985 edition, such of the subscribers to the SRPF as are entitled to Productivity Linked Bonus may, if they so desire, deposit the whole or part of the amount admissible under the Scheme in their respective State Railway Provident Fund Accounts.

5. Payment of Productivity Linked Bonus for the financial year 2007-08 to all eligible non-gazetted Railway employees mentioned in Para 1 above should be made on priority basis.

6. After payment of PLB for the financial year 2007-08 has been made, arrears of PLB becoming due for the financial year 2006-07 on account of enhancement in the PLB wage computation ceiling to Rs.3500/- p.m. w.e.f. 1.4.2006, may be worked out and paid to the eligible employees.


(D.M.Gautam)

Executive Director/Pay Commission-I,
Railway Board.