

Government of India (भारत सरकार)
Ministry of Railways (रेल मंत्रालय)
(Railway Board)

S.No. PC-V/189
No. PC-V/98/1/7/4/1

RBE No.142 /99
Dated 21.06.99

The GMs/OSDs/CAO(R),
All Indian Railways & PUs
(As per standard mailing list)

Sub : Hourly Rates of Incentive Bonus

The subject of revising Hourly Rates of Incentive Bonus subsequent to implementation of the pay scales allotted by the Fifth Central Pay Commission has been under consideration of the Ministry of Railways for some time past. The matter has been examined in detail, having due regard to the comments made by successive Pay Commissions on the working of the Incentive Scheme in the Railways. The two recognised federations viz. AIRF and NFIR have also been consulted in the matter. After detailed examination of various aspects related to the issue, the Railway Board has decided as under :-

- (i) The Hourly Rate of Incentive Bonus in Workshops and Production Units operating incentive scheme on CLW pattern shall stand revised as indicated below :-

Designation	Pay Range (Rs.)	Hourly Rate (Rs.)
Junior Engineer Grade I	5500-9000	26.45
Junior Engineer Grade II	5000-8000	24.00
Senior Technician	5000-8000	24.00
Supervisor	4500-7000	21.65
Technician Grade I	4500-7000	21.65
Technician Grade II	4000-6000	19.25
Technician Grade III	3650-4590	17.55
Technician Grade III	3050-3575	14.65
Semi Skilled	2750-4400	13.20
Unskilled	2550-3200	12.25

- (ii) It has also been decided that Section Engineers in Rs. 6500-10500 and Senior Section Engineers in Rs. 7450-11500 directly supervising work of staff working on the shop-floor will henceforth be entitled to monthly payment of Incentive Bonus calculated at a flat rate of 15% of their Basic Pay per month.

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- (iii) Payment of incentive to Junior Engineers, Essentially Indirect Workers, and Supervisors at the revised rates indicated above shall continue to be governed by the conditions laid down in Railway Board letter No. PC-IV/88/Incentive Bonus/1 dated 6-10-1989.
- (iv) The agreed increase in the hourly rates of incentive is linked with the increased productivity in the Workshops. Therefore, before the rates of Incentive Bonus indicated above are made effective, the total allowed time for each job in the Workshops will be recalculated in the following manner:
- (a) The Fatigue Allowance, which is presently permitted at 12.5 % to 25% will be fixed at a flat rate of 12.5 %.
- (b) The Contingency Allowance which is presently fixed at 12.5 % will be revised to a maximum of 10%.
- (c) Wherever the refixation of Fatigue Allowance and Contingency Allowance in the manner indicated above leads to reduction of less than 12% in the allowed time, the Contingency Allowance shall be reduced further so as to result in 12% reduction in the allowed time.

2. The work of revision of allowed time by the Shops in the Master, the correction of the cards already in circulation in the shops should be taken in hand on an emergent basis, to be completed in all circumstances before 1.9.99. It should also be ensured that the cards which are already in operation are transacted before 1.9.99. **Accordingly, rates of Incentive Bonus indicated in Para 1 above will come into effect on 1.9.1999.**

3. Kindly acknowledge receipt.

4. Hindi version will follow.



(Ajay Kumar)

Director Mechanical Engineering (P-I)
Railway Board

S No. PC-3/189
No. PC-V/98/1/7/4/1

RBE No. 102/99
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Copy (with 40 spares) forwarded to ADAI (Railways), New Delhi.


(R. Kashyap)

Executive Director Pay Commission
For Financial Commissioner, Railways

- 1) The GMs, N.F. Railway (Const.), CAO, Southern Railway (Const.) and Central Railway (Const.)
- 2) The FA & CAOs, All Indian Railways, Production Units, N.F. Railway (Const.) and Southern Railway (Const.) & Central Railway (Const.)
- 3) The Director General, RDSO/Lucknow
- 4) The General Manager and FA & CAO, Metro Railway/Calcutta
- 5) The CAO and FA & CAO, COFMOW/New Delhi
- 6) The General Manager and FA & CAO, CORE/Allahabad
- 7) The Principal, Railway Staff College/Vadodara
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- 29) Liaison Officer, V CPC, Zonal Railways/PUs/RDSO/Trg. Institutes/Metro Railway/COMOW/CORE/RSC etc.
- 30) Sh. T.K. Biswas, Railway Adviser, Embassy of India, Baunscheidt Strasse-7/Bonn
- 31) M/s Bahri Brothers, Lajpat Rai Market/Delhi
- 32) Sh. S.R. Ujlayan, CAO(C), S.E. Railway, Bilaspur - 495004 (M.P.)

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33) The Editor, 'Rail Rajbhasa'



(R. Kashyap)

Executive Director Pay Commission

No. PC-V/98/I/7/4/1

Dated 21.06.99

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for Secretary, Railway Board

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