Eastern Railway
(Personnel Department)
17 N. S. Road, Kolkata – 700 001

Serial Circular No. 256/2019

No. E.401/0/6/Pt.I

Kolkata, Dated: 17/12/2019

All Concerned
(as per standard list)

Sub: Revision of hourly rates of incentive bonus and bonus factor of workshops/PUs in respect of staff under CLW pattern/GIS.

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The instructions on the above cited subject of the Ministry of Railways (Railway Board) issued vide their letter No. 2018/M(W)/814/59, dated 09/08/2019 **(RBE No.131/2019)** are communicated herewith along with the clarification issued on the subject vide Board's letter No. 2018/M(W)/814/59, dated 03/09/2019 for information and necessary action.

DA: As above.

(Anjan Ray)
Dy. Chief Personnel Officer/Gaz.
For Pr. Chief Personnel Officer
Phone No.:24104 (Rly.)

17/12/19

GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)

RBE No. 131 /2019.

No.: 2018/M(W)/814/59 New Delhi, dated: 09.08.2019.

The GMs/CAO(R)/PCMEs,
All Zonal Railways and PUs,
(As per standard mailing list)

Sub.: Revision of hourly rates of incentive bonus and bonus factor of workshops/PUs in respect of staff under CLW pattern/GIS.

Arising out of implementation of 7th Pay Commission pay structure, revised hourly rates of incentive bonus in CLW pattern incentive scheme and bonus factor in Group Incentive scheme in Workshops/PUs have been approved by Railway Board as given below:

i. A factor of 2.25 is applied for revision of hourly incentive rates for CLW pattern incentive scheme and bonus factor for Group Incentive Scheme for all direct categories and JEs/EIWs.

ii. Incentive to the SSEs is linked to the basic pay. The applicable percentage for calculation of incentive for SSEs directly supervising the work of staff working in the shop floor will be 15% of the new basic under 7th CPC. i.e. Incentive payable to SSEs = New basic pay x 15%.

iii. The revision of hourly rates of incentive bonus and bonus factor of workshops and PUs is linked with 5% improvement in productivity. It is to be done by revision of allowed time in case of workshops/PUs under CLW pattern incentive or 5% increase in productivity without additional payment in case of workshops/PUs under GIS.

iv. Biometric attendance is made compulsory in all workshops/PUs.

2. The increased hourly rates of incentive bonus and bonus factor of workshops/PUs in respect of staff under CLW pattern/GIS are made applicable from 01st July,2017.

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3. Zonal Railways and PUs should decide on provision of inspection by third party for improvement in quality of output in the overall interest of Indian Railways.

4. Other guidelines, not covered in this letter, for payment of incentive to staff under CLW/GIS pattern incentive schemes shall continue to be in force.

5. This issues with the concurrence of Finance Directorate of Ministry of Railways.

Please acknowledge receipt.

(A.V.K.M. Rao)
Dy. Dir. Mech. (W)
Railway Board.

No.: 2018/M(W)/814/59 **New Delhi, dated: 09.08.2019.**

1. Copy (with 40 spares) forwarded to the Dy. CAG of India(Railways), Room No. 224, Rail Bhavan, New Delhi.
2. Principal Director of Audit, Railways, New Delhi.

For Financial Commissioner/Rlys.

No.: 2018/M(W)/814/59 **New Delhi, dated: 09.08.2019.**

Copy to:

1. GS/NFIR.
2. GS/AIRF.
3. EDE(N)/EDPC/EDFC/EDF(E)/F(E)II/E(LR), Railway Board for information.

(A.V.K.M. Rao)
Dy. Dir. Mech. (W)
Railway Board.

Central Registry
Date of Receipt
Serial No.....

GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)

MOST URGENT

No.: 2018/M(W)/814/59 **New Delhi, dated:** 03.09.2019.

Principal Chief Mechanical Engineers,
All Zonal Railways and PUs.

Sub.: Revision of hourly rates of incentive bonus and bonus factor of workshops/PUs in respect of staff under CLW pattern/GIS.
Ref.: RCF & SECR's letter dated 26.08.19.

Based on queries sought by SECR and RCF on the above subject following clarification are issued for necessary action by all Zonal Railways and Production Units.

i) Applicable date of 5% improvement in productivity is 1st July,2017.

ii) 5% improvement in productivity is to be done by revision of allowed time in case of workshops/PUs under CLW pattern incentive or 5% increase in productivity without additional payment in case of workshops/PUs under GIS. The arrears will be calculated on same lines.

iii) For all direct categories and JEs/EIWs a factor of 2.25 is applied for revision of hourly incentive rates for CLW pattern incentive scheme and bonus factor for Group Incentive Scheme.

iv) Incentive to the SSEs is linked to the basic pay. The applicable percentage for calculation of incentive for SSEs directly supervising the work of staff working in the shop floor will be 15% of the new basic under 7th CPC. i.e. Incentive payable to SSEs = New basic pay x 15%.

v) Biometric attendance is made compulsory in all workshops/PUs.

(A.V.K.M. Rao)
Dy.Dir.Mech. (W)
Railway Board.

Copy to: i) Principal Financial Advisers & Principal Chief Personnel Officers, All Zonal Railways &PUs.
ii) Chief Workshops Engineers, All Zonal Railways &PUs.