



दक्षिण रेलवे/SOUTHERN RAILWAY

No.P(R)359/P/ Vol.II

प्रधान कार्यालय/ Headquarters Office  
कार्मिक शाखा/ Personnel Branch  
चेन्नै/Chennai - 600 003  
दि./ Dated:16-09-2019

पी बी सी सं/ PBC No: 204 / 2019

All PHODs / DRMs / CWMs / CEWE / CAO / CPM / Dy.CPOs / Sr.DPOs /  
DPOs / SPOs / WPOs / APOs of HQ / Divisions / Workshops / other Units,  
etc .

(As per mailing list -'A' )

विषय/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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A copy of Railway Board letter No.2018 / M(W) / 814 / 59 dated  
03-09-2019 on the above subject is enclosed for information, guidance and  
necessary action.

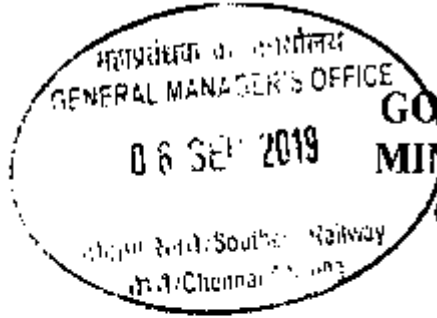
In this connection Railway Board have also issued RBE No. 135 / 2019  
and the same has been circulated as PBC No. 195 / 2019.

सन्नग्र/Encl as above

  
(S.JANAKIRAMAN)  
वरिष्ठ कार्मिक अधिकारी/नियम  
Senior Personnel Officer/Rules  
For Principal Chief Personnel Officer

प्रतिलिपि Copy to : The Genl Secy / SRMU  
The Genl Secy / AISCSTREA  
The Genl Secy / AIOBCREA

The Genl Secy / NFIR



**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 1<sup>st</sup> 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 7<sup>th</sup> 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.