

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

(Estd. 1965, Regd. No.1329 under ITU Act, Website <http://www.irtsa.net>)

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No. IRTSA/Memo RB/Incentive/2018-7

Date: 26.07.2018

**Mrs. KALYANICHADDA, Executive Director/ME(W),
Convener, Committee for revision of hourly rate of Incentive Bonus,
Railway Board, Rail Bhawan, New Delhi – 110001.
CC by Email – edmew@rb.railnet.gov.in**

**Sub: Revision of hourly rates of Incentive Bonus and Bonus Factors of Workshops/PUs
staff under CRJ Pattern & GIS - Regarding Financial implications thereof.**

Ref: 1. Railway Board's Order No. RBE-I/201/23/39, dated 06.07.2017& 18.05.2018.

2. Our memorandum dated 02.07.2018 & meeting with you on 04.07.2018.

Respected Madam,

With reference to our earlier memorandum and our meeting with you on 04.07.2018, we submit this memorandum for the kind consideration of the Committee for revision of hourly rates of Incentive Bonus on estimated additional expenditure on account of **revision of incentive rates based on minimum pay of respective Pay Level in 7th CPC Pay Matrix divided by 208 (standard working hours per month) – as per formula followed after 5th Pay Commissions.**

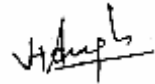
Proposed revision of Incentive Rates is estimated to cost additionally only 1.28 percent in terms of cost of man power.

1. There are 2,38,546 workshop Group 'C' & 'D' staff (2,19,682 Group 'C' & 18,864 Group 'D') of Mechanical, Electrical and S&T covered under incentive scheme as on 31.03.2017. (Strength of workshop artisan & helper as on 31.03.2017 is given in Table-1)
2. Average annual wage per employee for Group 'C' in Workshop staff including pay, all allowances, PLB, pension & gratuity (Senior Technician, Supervisor(Mistry), Technician Grade-I, II & III) is Rs. 7,09,494. (Ref. Statement 40 (II) (b) of Indian Railways Annual Statistical Statement 2016-17)
3. Average annual wage per employee for Group 'D' Workshop staff including pay, all allowances, PLB, pension & gratuity (semi-skilled & unskilled) is Rs. 5,66,147. (Ref. Statement 40 (II) (e) of Indian Railways Annual Statistical Statement 2016-17)
4. If incentive rates are revised based on minimum of respective Pay Level divided by 208, additional expenditure is estimated to be Rs.214.09 crore.
5. In terms of equivalent man power it will be 3,061 Group 'C' & 'D' workshop staff (2,847 men in Group 'C' and 213 in Group 'D').
6. **This will be only 1.28% of 2,19,682 strength of Group 'C' & 'D' workshop staff available in Indian Railways as on 31.03.2017. Details of the calculation is attached in Table-2.**

7. **It is therefore requested that, no reduction in allowed time / man power may please be proposed for implementation of revised incentive rates, since the estimated additional cost equal to only 1.28% man power which will be compensated by additional work load due to the addition of rolling stocks & new trains.**

Hoping for a favourable consideration & thank you in anticipation,

Yours' faithfully,



Harchandan Singh
General Secretary, IRTSA

Copy for favourable consideration to:

- i) **Executive Director/PC-II, Member, Committee for revision of hourly rate of incentive Bonus, Railway Board, Rail Bhawan, New Delhi – 110001. Email: edpc2@rb.railnet.gov.in**
- ii) **Executive Director/F(C), Member, Committee for revision of hourly rate of incentive Bonus, Railway Board, Rail Bhawan, New Delhi – 110001. Email: edfc2@rb.railnet.gov.in**

Table - 1

Workshop artisan & Helper strength as on 31.03.2017						
	Workshop & Artisan staff *				Helper **	
	Sr.Tech	Tech Gr-I	Tech Gr-II	Tech Gr-III	Helper	Total
Mechanical	20023	48035	31435	36221	11646	147360
Electrical	7651	22074	14917	16968	4479	66089
S&T	4185	7038	5283	5852	2739	25097
Total	31859	77147	51635	59041	18864	238546

*Statement 40 (IV) (i) of Indian Railways Annual Statistical Statement 2016-17,

** Statement 40 (III) (f) of Indian Railways Annual Statistical Statement 2016-17

Table - 2

Estimated additional expenditure on account of revision of Incentive Rates based on minimum Pay in Pay Matrix divided by 208, standard working hours per month

Desgn	Pay Level	* Mean Pay	Mean Pay + 7% DA	Existing incentive rates Rs.	Pro-posed incentive rates Rs.	Existing BP+DA+ Incentive Rs.	Pro-posed BP+DA+ Incentive	Difference between existing and proposed BP+DA+ Incentive	Staff Strength as on 31.07.2017	Additional Expense due to proposed revised Inc. Rates Rs. in Cr
Sr. Technician	Pay level-6	62200	66554	49.65	170	71718	84234	12516	31859	39.88
Technician Gr-I	Pay Level-5	51100	54677	43.3	140	59180	69237	10057	77147	77.59
Technician Gr-II	Pay Level-4	44800	47936	38.5	123	51940	60728	8788	51635	45.38
Technician Gr-III	Pay Level-2	35000	37450	32.2	96	40799	47434	6635	59041	39.17
Sub total									219682	202.01
Helpers	Pay Level-1	31500	33705	25.45	87	36352	42753	6401	18864	12.08
Total									238546	214.09

* Basic Pay at 20th cell of respective Pay Level in the Pay Matrix

1. Estimated additional expenditure on account of revision of Incentive Rates based on minimum Pay in Pay Matrix divided by 208 (standard working hours per month) will be Rs.214.09 crores.
2. In terms of equal man power it will be 3,061 (2,847 men in Group 'C' and 213 in Group 'D') @ average per capita staff cost for Group 'C' work shop staff Rs.7,09,494 and average per capita staff cost for Group 'D' work shop staff Rs.5,66,147.
3. **This will be 1.28% of 2,38,546 strength of Group 'C' & 'D' workshop staff available in Indian Railways as on 31.03.2017.**