



EAST COAST RAILWAY

प्रमुख मुख्य कार्मिक अधिकारी का कार्यालय/
Office of the Principal Chief Personnel Officer
द्वितीय तल, - 751 017
Rail Sadan, IInd Floor, Bhubaneswar-751 017

स्थापना क्रमांक/ Estt.Srl. No.188/2019
पूतरे/कार्मिक/आर/ECOR/Pers/R/Misc.

RBE No. 131/2019
Date: 22.08.2019

सेवा मे,
सभी प्रमुख विभागाध्यक्षों/समन्वयक विभागाध्यक्षों, पू त रे/भुवनेश्वर
मं.रे.प्र/व.मं.का.अधिकारी/मं.का.अधिकारी-खोरधारोड,वालातेरू, संबलपुर,
मु;कारखाना प्रबंधक/कारखाना कार्मिक अधिकारी- मंचेश्वर, अतिरिक्त रजिस्ट्रार/रेल दावा अधिकरण,
व.का अधिकारी(नि)/मुयनेश्वर
महा सचिव/इकोर थ्र. का., महा सचिव/इकोर थ्र. यू.,
महा सचिव/एआई ओ बी सी आर ई ए, महा सचिव/ ए आई एस सी एस टी आर ई ए

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

उपर्युक्त विषय पर बोर्ड पत्र सं 2018/M(W)/814/59 दिनांक 09.08.2019 की प्रतिलिपि सूचना, मार्गदर्शन एवं आवश्यक कार्रवाई हेतु अग्रेषित है।

A copy of the Board's Lr. No-2018/M(W)/814/59 Dated 09.08.2019 on the above quoted subject is forwarded herewith for information, guidance and necessary action.

Encl: As above,

(G. Sethy)

Dy.Chief Personnel Officer(IR&W)
For Pr. Chief Personnel Officer

प्रतिलिपि प्रेषित/Copy to :

- 1) महाप्रबंधक के सचिव/पूर्व तट रेलवे, भुवनेश्वर
- 2) मुकाधि/मुकाधि(प्रशा.), उप म.प्र. अध्यक्ष(रेलवे भर्ती प्रकोष्ठ)
- 3) उप मुख्य प्रबंधक(सू.प्रौ), उप मुकाधि(औ.सं.एवं कल्याण), वकाधि(इंजी.)
- 4) वकाधि(मुख्या.), वकाधि(स्टाफ), वकाधि(राज. एवं न्याया.)
- 5) मुकाधि के निजी सचिव/सहा.कार्मिक अधि.(मुख्या.-1),सहा.कार्मिक अधि.(कल्याण),

1273
21/08/19

03/0
Dy. Commr
C/O (M)
RPO

**GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)**

No.: 2018/M(W)/814/59

RBE No. 131 /2019.
New Delhi, dated: 09.08.2019.

E-Contd. by
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.

pcpe /

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)/EDPG//EDFC/EDF(E)/F(E)II/E(LR), Railway Board for information.


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