

**Report on
Revision of Incentive Rates in Indian Railways
for
Production Units, Mechanical Workshops, S&T Workshops &
Engineering Workshops**



Compendium on Production units & Workshops of IR on staff strength & proposal for revision of incentive rates & bonus factor

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1. INTRODUCTION

Indian Railways one of the biggest transport provider under single management, serves the nation for years, extending affordable and environment friendly transport to citizens of all walks of life. Indian Railways reorganise its pay structure and staff structure at regularly intervals of 10 years to cop up with market changes and to manage the very vast Railway network effectively.

Incentive system followed in Production Units & Workshops of Indian Railways is one of the effective management systems in the arms of Indian Railways. Indian Railway Production Units & Workshops and the incentive system followed by them lived for years successfully. Existence of incentive system makes both management & working class accountable, not only for money paid, but for the performance of entire PU/Workshop.

Product range of Indian Railway's PU & Workshops transformed form steam age loco to 3 phase locos, riveted coaches to Train set, heavy wagon to light weight wagons, etc. Phasing out of old technology & design and adapting to modern technology & new designs happened smoothly because of the existence of incentive system. A few example, CLW commissioned for manufacturing steam locos is now manufactures start of art 3 Phase Electric locos, DLW commissioned for manufacturing Diesel loco now started manufacturing Electrical locos, RCF started manufacturing ICF designed coaches has switched over to manufacturing of LHB coaches, ICF is in the process of switching over to manufacture of Train set, Rail Wheel Factory brought down the dependency on import of wheel & axle, etc. All the workshops of Indian Railways are also continuously updating their infrastructure & skill set in line with changes in PUs & open line.

Revision of rates of incentive is important tool in the hands of Indian Railways for effective management of its PUs & Workshops in line with the continuous changes. This report is prepared with the aim of approaching the Incentive system and revision of its rate in a scientific manner rather than approaching it with thumb rule. To make this report more reliable and accurate, information on staff strength & staff covered under incentive as on 31.03.2018 of every PUs & workshops are collected using Right to Information Act. Many PUs & Workshops responded with required information, this report is accurate to the extent of information provided.

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2. THE PRINCIPLES OF SCIENTIFIC MANAGEMENT

2.1. Financial Incentive is one of the key tools for scientific management

F.W.Taylor, developer of scientific management believed that, decisions based upon tradition and rules of thumb should be replaced by precise procedures developed after careful study of an individual at work. He also believed that, increasing efficiency, decreasing waste, and using empirical methods, rather than uncritically accepting pre-existing ideas should be part of scientific management.

2.2. Taylor's five principles of scientific management

- a) Replacing rule of thumb with science
- b) Harmony in group action
- c) Co-operation
- d) Maximum output
- e) Development of workers

2.3. Tools of scientific management

After his series of experiment in work place Taylor developed following tools for scientific management,

- a) Separation of planning and doing
- b) Functional Foremanship
- c) Job Analysis
- d) Standardization
- e) Scientific Selection and training of workers
- f) Financial Incentives
- g) Economy
- h) Mental Revolution

2.4. Incentive System to enable efficient worker earn more

Taylor proved through practical examples that, under incentive system, a worker received the piece rate benefit which will attract the workers to work more for more amount of wages and more incentives would be created to raise the standardization of output to promote the workers to produce more and perform more task than before and utilize waste time to earn more wages.

2.5. Management tools followed in Railway PUs & Workshops

Production Units & Workshops of Indian Railways are following the principle/tools of scientific management. Performance based incentive system was introduced in Railway Production Units and Workshops enabling Railways to get higher productivity and economic utilisation of Rolling Stocks & other assets as well that for the man-power. Systematic study of all the operations & process was carried out to set up norms & standards.

Such standards are useful in

- a) Computing the allowed time for new jobs without carrying out direct study in each and every occasion.
- b) Estimation & Costing
- c) Serving as a bench mark for comparison with other system and for continual improvement.

3. INCENTIVE SYSTEM IN INDIAN RAILWAY PRODUCTION UNITS & WORKSHOPS

3.1. Prelude

a) The incentive scheme was originally introduced on the Railways in Chittaranjan Locomotive Works (CLW) in the year 1954 to step up the production of Locomotives. The Scheme was later extended to other Production Units & Railway Workshops in 1960-61 on Chittaranjan pattern, on the basis of agreement between the Railway Board and organized labour.

b) Performance based incentive system was introduced in Railway Production Units and Workshops enabling Railways to get higher productivity and economic utilisation of Rolling Stocks & other assets as well as for the manpower.

c) Systematic study of all the operations & processes was carried out to set up norms & standards. As per this agreement the hourly rates of incentive bonus were to be fixed on the basis of the mean of the pay scales divided by 208 as the standard hours in a month.

d) Group Incentive system was later on introduced in three Production Units namely Rail Wheel Factory, Bangalore, Rail Coach Factory, Kapurthala and Diesel Modernisation Works, Patiala and some Railway Workshops including Coach Rehabilitation Workshop, Bhopal of WCR, Guntupalli Workshop & Tirupatti Carriage Repair Workshop of SCR and Mancheswar workshop of ECoR.

3.2. Advantages of Incentive System

There were many advantages of introducing Incentive Scheme on Railways including one time advantages and continuous advantages as per details below:

- a) As a result of improved productivity after the introduction of incentive system 35,000 to 40,000 men were able to be re-deployed in additional lines of production / maintenance. Utilisation of same infrastructure was nearly doubled by introducing night shifts in some Workshops to step up production.
- b) Following the introduction of Incentive scheme, the efficiency in the Railway Workshops & Production units increased from 80% to 133%. Railways had estimated saving of Rs.650 crores per annum as a result of introduction of Incentive Scheme in Railway Workshops on the then prevailing average wage rates of Rs.1550 per month for direct workers which have increased many folds over the years.
- c) There were uncountable further savings by method study, process modification, etc resulting in reduction of Allowed Time of jobs due to the introduction of efficient processes.
- d) Continuous monitoring and improvement in manufacturing / maintenance processes made possible.
- e) Another incalculable saving on account of reduced holding of Rolling Stock for P.O.H. in the Workshops and higher and quicker availability of new Rolling Stock from PUs.
- f) Identification, monitoring & elimination of deficiencies and bottlenecks in production / maintenance lines are being done more effectively and efficiently.
- g) Accountability for quality & traceability for safety issues can be easily done in the Incentive system.
- h) Efficiency of man power, machine and other infrastructure utilisations are now comparable among various PUs & Workshops on realistic terms.
- i) Useful tool for assessing workforce's (employees) ability and efficiency.

3.3. Principle for determination & revision of Incentive Rates

- a) Hourly Incentive Rates were initially fixed by dividing the Mean of Pay in the Pay Scale with 208 i.e. the standard working hours in a month.
- b) Incentive rates were first revised in 1967-68 after merger of part of DA into pay as DP and again in 1975 after the introduction of 3rd CPC scales of pay based on minimum of Pay in the Pay scale (instead of mean of Pay scale) divided by 208 standard hours in a month. After 4th CPC the hourly rates of Incentive Bonus were revised w.e.f. 01.08.1989 based on minimum of Pay in the Pay scale divided by 208 standard hours in a month.
- c) After the implementation of 5th CPC pay scales Incentive Rates were revised on the basis of minimum of pay scales divided by 208 - the standard hours in a month.
- d) After the implementation of 6th CPC incentive rates were unjustly revised by 2 times of then existing rates, deviating from the established principle of incentive rates on the basis of the mean (or minimum) of the pay scales divided by 208 standard hours in a month. In fact the hourly Incentive Rates were just doubled instead

of even being multiplied by at least 2.26 as per Fitment Factor for Pay revision or instead of following the existing norm of dividing the average or at least the minimum pay at each level with 208 standard working hours. This was totally unjustified and against the very principles of Incentive Scheme as defined by ILO or even by the Railways.

- e) Hence keeping existing incentive rates introduced after the implementation of 6th CPC recommendations as a base to arrive at new incentive rates will neither be correct nor justified.
- f) As such the rates should be fixed at Minimum Pay in 7th CPC Pay Level divided by 208 standard working hours per month.
- g) Another important point to be mentioned is that, since incentive rates are based on the pay, revision the same should also be implemented from the date of implementation of Revised Pay Rules– 2016 w.e.f., 01.01.2016.
- h) After the implementation of 4th CPC scales, when incentive rates were revised in the year 1989, lumpsum arrears was paid for the intervening period.
- i) Incentive rates from 3rd CPC Pay Scales & proposed incentive rates in 7th CPC Pay Level is shown in Annexure-3A to indicate the pattern adopted at various stages in page no - 8
- j) Hence revision of incentive rates may please be done w.e.f. 01.01.2016, i.e. from the date of implementation of 7th CPC Pay Levels on the basis of minimum of pay scales divided by 208 standard hours in a month and arrears may please be paid thereof.

3.4. Improvement of Productivity & reduction in staff strength

Major advantages of Incentive Scheme have been as under:

- a) Availability of more locomotives & rolling stocks on line due to higher productivity on introduction of Incentive system in Workshops & Production Units - ensuring higher passenger kms& freight carried as reflected in the following statistics for the period from 1999 to 2009:
 - i) Passenger km in million has increased by 2.07 times.
 - ii) Wagon turn around days brought down from 8.2 days to 5.19 days.
 - iii) Loco holding & coaching stock holding increased by 1.16 and 1.36 times respectively.
 - iv) Strength of total work shop staff reduced by 18% down from 5,02,582 to 4,13,767.

(Key performance indices are shown in Annexure-3 B in page No 9)
- b) Strength of workshop staff was reduced by 18% down from 5,02,582 to 4,13,767 between the year 1999 and 2009. In the year 2017 the strength was further reduced by 15% to 3,51,780. (Figure taken from Annual Statistical Report of Indian Railways in respective years)
- c) Even though incentive revision order in the year 1999 recommended for 12% reduction in allowances under Incentive and in the year 2009 for 5% reduction in allowed time, staff strength of workshop was reduced by 30% from 1999 to 2017.
- d) Hence there is no scope available for further reduction in Allowed time as unjustly done at the time of last two revision of hourly rates of Incentive.

3.5. Senior Section Engineers (SSEs) be brought directly under Incentive or paid higher rate of basic pay to eliminate loss of take-home-pay from JE to SSE

- a) Senior Section Engineers (SSEs) are part and parcel of incentive system but are paid only 15% of the Basic Pay as Incentive Bonus which is much below than the staff working under them are getting. After the last Cadre Restructuring, the strength of SSEs is 67% of cadre of Technical Supervisors. The SSEs are all frustrated due to heavy financial loss of take-home pay on promotion from JE. Moreover, Railway Board cadre restructure in the year 2013 states that, even after getting promotion as SSE after Cadre Restructuring, the duties & responsibilities of lower grade post (JE) as well as promotion grade post (SSE) should be carried out.
- b) As mentioned by the Railway Board itself in its letter on Cadre Restructuring, the SSE continue to shoulder additional responsibilities of JEs along with higher grade responsibilities after Cadre Restructuring due to upgrading of posts of JEs to SSEs but get much less take-home-pay due to lesser Incentive which is fixed at 15% for SSEs instead of hourly rates of Incentive to JEs& other Staff.
- c) SSEs are directly responsible for optimizing the productivity under Incentive Scheme. But they get less take-home Pay than their juniors working under them as Senior Technicians & even as Technicians I who are two Grades / 2 Levels below them. This is causing much frustration and heart burning among the SSEs.

- d) Comparison of Incentive earnings between SSE and loss of take-home-pay to them in comparison to JE, Sr.Tech & Tech Gr-I who are working under the SSE in CLW pattern & GIS incentive Scheme is given in tables below.

Table-1
COMPARISON OF INCENTIVE EARNINGS BETWEEN SSE & STAFF UNDER THEM AND LOSS OF TAKE-HOME-PAY TO THE SSE IN COMPARISON TO JE, SR.TECHNICIAN & TECH GR-I WORKING UNDER THEM IN CLW PATTERN OF INCENTIVE SCHEME

No. of Years	6th CPC Basic Pay		For 50% Incentive			Incentive actually paid in 6 th CPC basic pay		Loss for SSE per month compared to JE
	Tech Gr-I	Sr.Tech	Tech Gr-I Rs.43.30 X 104	Sr.Tech - Rs.49.65 X 104	JE @ 80%	SSE	SSE @ 15% of Basic Pay	
In Rupees								
1	11360	13500	4503	5164	4131	17140	2571	1560
2	11700	13910	4503	5164	4131	17660	2649	1482
3	12060	14330	4503	5164	4131	18190	2728	1402
4	12430	14760	4503	5164	4131	18740	2811	1320
5	12810	15210	4503	5164	4131	19310	2897	1234
6	13200	15670	4503	5164	4131	19890	2984	1147
7	13600	16140	4503	5164	4131	20490	3074	1057
8	14010	16630	4503	5164	4131	21110	3167	964
9	14430	17130	4503	5164	4131	21750	3263	868
10	14870	17650	4503	5164	4131	22410	3362	769

Table-2

COMPARISON OF INCENTIVE EARNINGS BETWEEN SSE OTHER STAFF UNDER THEM AND LOSS OF TAKE-HOME-PAY TO THE SSE IN COMPARISON TO JE, SR.TECHNICIAN & TECH GR-I WORKING UNDER THEM IN GROUP INCENTIVE SCHEME OF RCF

ACTUAL EARNING IN THE MONTH OF APRIL 2018

Group	Incentive percentage	Average incentive paid per employee	Incentive paid to SSE with 10 years experience with basic pay Rs. 22410	Loss in incentive for SSE compared to average incentive paid to employees
Group-I	70.76%	Rs. 7071	Rs.3362	Rs. 3709
Group-II	61.82%	Rs. 5967	Rs.3362	Rs. 2605
Group-III	64.65%	Rs. 7100	Rs.3362	Rs. 3738
Group-IV	101.44%	Rs. 10117	Rs.3362	Rs. 6755
Group-V	125%	Rs. 11994	Rs.3362	Rs. 8632

- e) **It is clearly evident that SSEs whose contribution to enhance the outturn & productivity under Incentive Scheme and as such directly linked with it are not paid incentive in proportions to the performance of their Shop or Group as a whole.**
- f) It is requested that SSEs may please be brought directly under Incentive like JEs at the hourly rate of Rs.216 in CRJ system and Rs.44,900 as Bonus Factor under GIS or the SSE may please be paid incentive at higher rate of basic pay.

3.A. SUMMARY OF PROPOSALS FOR INCENTIVE REVISION IN 7TH CPC PAY LEVEL

- a) Revised rates of Incentive Bonus be fixed as per revised Pay Levels of 7th CPC on the basis of minimum of pay scales divided by 208 standard hours in a month in Railway Workshops & Production Units;
- b) Revised Bonus Factor under GIS be fixed at Minimum of 7th CPC Pay Levels.
- c) Revised Hourly Rates of Incentive Bonus and Revised Bonus Factor under GIS as per Pay Levels of 7th CPC from the date of effect of Seventh Pay Commissions (w.e.f. 01.01.2016);
- d) Raising of existing rate of Incentive & Bonus Factor of SSE to 30% of Pay (instead of 15%)
- e) OR SSE may be brought under direct incentive – (to compensate for loss of take-home-Pay on promotion or Posting as SSE).
- f) No reduction of allowed time & staff on account of revision of incentive rates in view of heavy reductions of Allowed Timings already affected at all levels much beyond the proposed reduction of staff in the last two revisions and multiple times thereafter.
- g) Adoption of following Hourly Rates of Incentive Bonus under CRJ Pattern & Bonus Factor under GIS from 1-1-2016 as per 7th CPC Pay Levels:

Existing & Proposed Hourly Rates of Incentive Bonus under CRJ Pattern & Bonus Factor under GIS From 1-1-2016 as per 7th CPC Pay Levels

Designation	7 th CPC Pay Level in Pay Matrix Rs.	7 th CPC Minimum Pay in Pay Level Rs.	Existing		Proposed	
			Hourly Rate in CRJ pattern Rs.	Bonus Factor in GIS Rs.	Hourly Rate of Incentive in CRJ pattern Min Pay in Pay Level/208 Rs.	Bonus Factor in GIS Min Pay in Pay Level Rs.
Senior Section Engineer	Pay Level-7	44900	15% of Basic Pay	15% of Basic Pay	216	44900
Junior Engineer	Pay Level-6	35400	49.65	13440	170	35400
Sr. Technician	Pay level-6	35400	49.65	13440	170	35400
Technician Gr-I	Pay Level-5	29200	43.30	11700	140	29200
Technician Gr-II	Pay Level-4	25500	38.50	10400	123	25500
Technician. Gr-III	Pay Level-2	19900	32.20	7930	96	19900
Semi Skilled/ Unskilled	Pay Level-1	18000	25.45	6760	87	18000

HOURLY INCENTIVE RATES FROM 3RD TO 6TH CPC & PROPOSED INCENTIVE RATES WITH 7TH CPC PAY LEVELS

Category	3 rd CPC	4 th CPC Rly Board letter No. PC-IV/86/Incentive Bonus /1 dated 6.10.1989, RBE No.254/89			5 th CPC Rly Board letter No.PC-V/98/1/7/4/1, RBE No.142/99, dated 21.06.99			6 th CPC Board's ltr. No. 2008/M(W)/814/38, 29.10.2009 (RBE No.194/2009)			7 th CPC Incentive rates proposed on 7 th CPC Pay Level (Minimum of pay level divided by standard hours – 208)			
	Hourly rates based on 3 rd CPC Scales In Rs.	4 th CPC Pay Scale	Hourly rate w.e.f.1.8.89 based on 4 th CPC scales in Rs.	One time lump-sum payment in lieu of arrears	Revised Designation	Scale of Pay	Hourly Rate In Rs.	Desg	GP	Hourly Rates In Rs.	Desg	Pay Level	Minimum Pay	Hourly rate in % to min of pay In Rs.
Charge man Gr 'A'	2.65	1600-2660	6.65	1250	JE-I	5500-9000	26.45	JE	4200	49.65	JE	6	35400	170
Charge man Gr 'B'	2.05	1400-2300	5.15	1250	JE-II	5000-8000	24.00							
Master Craftsman	1.85	1400-2300	4.90	1250	Sr.Tech	5000-8000	24.00	Sr.Tech	4200	49.65	Sr.Tech	6	35400	170
Mistry Gr-I		1400-2300	4.65	1200	Supervisor	4500-7000	21.65							
Skilled Gr-I		1320-2040	4.65	1200	Tech. Gr.I	4500-7000	21.65	Tech.Gr-I	2800	43.30	Tech.Gr-I	5	29200	140
Mistry Gr-II		1200-1800	4.00	1070										
Skilled Gr-II		1200-1800	4.00	1070	Tech. Gr.II	4000-6000	19.25	Tech. Gr-II	2400	38.50	Tech. Gr-II	4	25500	123
Skilled Gr-III		1175-1500	3.50	970	Tech.Gr.III	3650-4590	17.55							
Skilled Gr-III		950-1150	3.15	900	Tech.Gr.III	3050-3575	14.65	Tech.Gr-III	1900	32.20	Tech.Gr-III	2	19900	96
Semi Skilled		800-1150	2.50	770	Semi skilled	2750-4400	13.20	Semi skilled	1800	25.45	Semi skilled	1	18000	87
Unskilled		750-940	2.40	750	Unskilled	2550-3200	12.25	Unskilled	1300	24.50	Unskilled			87

KEY PERFORMANCE INDICES ON THE YEARS OF INCENTIVE REVISION AND AS ON 2017

Performance indices	1975	1989	1999	2009	2017	No. of times increase / decrease between 2009 and 1975	No. of times increase / decrease between 2009 and 1999	No. of times increase / decrease between 2017 and 2009
Number of Locos	11113	8813	7429	8593	11461	0.77	1.16	1.33
Coaching stock	38517	37870	40988	55549	64223	1.44	1.36	1.16
Passenger Kilometres in millions	126254	269389	403884	838032	1,149,835	6.64	2.07	1.37
Lead KM (Ave distance travelled by a passenger)	52	75.3	91.6	121.1	141.7	2.33	1.32	1.17
Wagons	390968	345821	252944	212835	277987	0.54	0.84	1.31
Lead (Average no. of KMs. a tonne was carried) BG	658	712	673	662	561	1.01	0.98	0.85
Wagon turn around in days	14.6	11.4	8.2	5.19	5.32	0.36	0.63	1.03
Traffic units per employee	212	321	466	1073		5.06	2.30	

4. REVISION OF RATES IN PRODUCTION UNITS OF INDIAN RAILWAYS

4.1. Indian Railway is fully independent in manufacturing passenger coaches & locomotives for its requirement. Seven production units enable Indian Railways for continuously upgrading its passenger coaches and locomotives. First production unit Chittaranjan Loco Works (CLW) was started in the year 1950 and latest one Modern Coach Factory (MCF) started its production in 2011-12. Every Production Units of Indian Railways proved their worth and they are able to deliver all the needs of Indian Railways according to the dynamic changes.

Production units of Indian Railways

- | | | |
|------------------------------------|----------------|--------------------------|
| 1. Chittaranjan Loco Works | - Chittaranjan | - CLW pattern Incentive |
| 2. Diesel Locomotive Works | - Varanasi | - CLW pattern Incentive |
| 3. Integral Coach Factory | - Chennai | - CLW pattern Incentive |
| 4. Rail Coach Factory | - Kapurthala | - Group incentive System |
| 5. Modern Coach Factory | - Reabareli | - No Incentive System |
| 6. Rail Wheel factory | - Bengaluru | - Group incentive System |
| 7. Diesel Loco Modernisation Work- | - Patiala | - Group incentive System |

4.2 Book of sanction & on roll strength of production units of Indian Railways, also strength of staff covered under incentive system has been given in tables in next page as Annexure-4A in page-11.

4.3. ADDITIONAL EXPENDITURE ON REVISION OF INCENTIVE BONUS FOR PUs OF RAILWAYS

“On Roll” strength of staff covered under incentive system in PUs of Indian Railways– 25,177

Method -1: Incentive rates proposed @ Minimum of 7th CPC basic pay of respective Pay Level divided by 208 for JE, Technician & Helpers and for SSE 15% of 7th CPC basic pay.

Estimated additional Expenditure per year – Rs.185.64 crore. (Calculation sheet in Annexure-4B in page - 12)

Method -2: Incentive rates proposed @ Minimum of 7th CPC basic pay of respective Pay Level divided by 208 factored by 0.8 for JE, Technician & Helpers and for SSE 12% of 7th CPC basic pay.

Estimated additional Expenditure per year – Rs.129.59 crore. (Calculation sheet in Annexure-4C in page - 13)

Production Units of Indian Railways. Book of sanction & 'On Roll' strength as on 31.03.2018														
S.N	PU	Station	Group A		Group B		Group C		Group D		Total		Vacancy	
			BOS	On roll	BOS	On roll	BOS	On roll	BOS	On roll	BOS	On roll	Number	%
1	CLW	Chittaranjan	98		70		8760		2682		11610			
2	DLW	Varanasi	168	94	34	70	6374	5945			6576	6109	467	7.1
3	ICF	Chennai	186	171			11519	10471			11705	10642	1063	9.1
4	RCF	Kapurthala	132	77	32	79	5802	5359	1769	1844	7735	7359	376	4.9
5	MCF	Reabareli	134	69	38	46	2124	1808	471	459	2767	2382	385	13.9
6	RWF	Bengaluru	47		45		2366		2		2460			
7	DLMW	Patiala	90	49	36	56	3302	3097	634	616	4062	3818	244	6.0
		Total					40247				46915			

For ICF Group A & B strength given combined. For CLW& RWF position given is as on 31.03.2017.

Production Units of Indian Railways. Book of sanction & 'On Roll' strength of staff covered under incentive system & PCO Allowance as on 31.03.2018														
S.N	PU	Station	Strength of SSE, JE, Technicians & Helpers				Employees covered under incentive				Employees covered under PCO Allowance			
			BOS	On roll	Vac	Vac %	BOS	On roll	Vac	Vac %	BOS	On roll	Vac	Vac %
1	CLW	Chittaranjan						5729						
2	DLW	Varanasi	3960	3947	13	0.3	3044	3009	35	1.1	549	564	-15	-2.7
3	ICF	Chennai	8739	7559	1180	13.5		7244			426	334	92	21.6
4	RCF	Kapurthala	6347	6170	177	2.8	9094	4978	4116	45.3	188	118	70	37.2
5	MCF	Reabareli	1919	1637	282	14.7	No incentive system							
6	RWF	Bengaluru						1663						
7	DLMW	Patiala	2771	2747	24	0.9	2545	2494	51	2.0				
		Total						25117						

For ICF Incentive sanctioned strength not available

For CLW& RWF incentive on roll strength only available

CALCULATION SHEET FOR ADDITIONAL EXPENDITURE ON REVISION OF INCENTIVE BONUS FOR PUs OF RAILWAYS

Method -1: Incentive rates proposed @ Minimum of 7th CPC basic pay of respective Pay Level **divided by 208** for JE, Technician & Helpers and for SSE 15% of 7th CPC basic pay.

Incentive Bonus calculation sheet for PUs of IR @ minimum pay divided by 208& 15% of basic pay for SSE														
Desg	Pay Level	* Mean Pay	Mean Pay + 9% DA	Existing incentive rates	Proposed incentive rates	Existing incentive @ 33% earning Rs.	Proposed incentive @ 33% earning Rs.	Difference between existing and proposed incentive	Existing BP+DA+ Existing Incentive	Existing BP+DA+ Proposed Incentive	Difference between existing and proposed BP+DA+ Incentive	%	'On Roll' Staff Strength	Additional Expense Rs. In Cr
SSE	7	78800	85892	15% of BP	15% BP	5501	11820	6320	91393	97712	6320	6.9	2595	1.640
JE	6	62200	67798	49.65	170	2753	9425	6672	70551	74470	3920	5.6	1308	0.513
Sr. Tech	6	62200	67798	49.65	170	3441	11781	8340	71239	79579	8340	11.7	4455	3.716
Tech Gr-I	5	51100	55699	43.3	140	3001	9702	6701	58700	65401	6701	11.4	8759	5.869
Tech Gr-II	4	44800	48832	38.5	123	2668	8524	5856	51500	57356	5856	11.4	1778	1.041
Tech. Gr-III	2	35000	38150	32.2	96	2231	6653	4421	40381	44803	4421	10.9	2402	1.062
Sub total													21296	13.840
Helpers	1	31500	34335	25.45	87	1764	6029	4265	36099	40364	4265	11.8	3821	1.630
G. Total													25117	15.470
Additional expenditure per year on account of incentive revision in PUs (Rs. In Cr)														185.64

- Note:
- 'On roll' strength of total staff covered under incentive scheme is distributed into 10% SSE, 5% JE, 75% Technicians & 10% helper.
 - Technician strength has been distributed into 26% Sr.Tech, 51% Tech Gr-I, 8% Tech Gr-II, 15% Tech Gr-III.
 - For calculation CLW pattern incentive rates are taken for all 6 PUs.
 - * Basic Pay at 20th cell of respective Pay Level in the Pay Matrix
 - For SSE existing incentive is calculated 15% of 6th CPC basic pay Rs.36670

CALCULATION SHEET FOR ADDITIONAL EXPENDITURE ON REVISION OF INCENTIVE BONUS FOR PUs OF RAILWAYS

Method -2: Incentive rates proposed @ Minimum of 7th CPC basic pay of respective Pay Level divided by 208 factored by 0.8 for JE, Technician & Helpers and for SSE 12% of 7th CPC basic pay.

Incentive Bonus calculation sheet for PUs of IR @ minimum pay divided by 208 factored by 0.8 & 12% of basic pay for SSE														
Desg	Pay Level	* Mean Pay	Mean Pay + 9% DA	Existing incentive rates	Proposed incentive rates	Existing incentive @ 33% earning Rs.	Proposed incentive @ 33% earning Rs.	Difference between existing and proposed incentive	Existing BP+DA+ Existing Incentive	Existing BP+DA+ Proposed Incentive	Difference between existing and proposed BP+DA+ Incentive	%	'On Roll' Staff Strength	Additional Expense per month Rs. In Cr
SSE	7	78800	85892	15% of BP	12% of BP	5501	9456	3956	91393	95348	3956	4.3	2595	1.026
JE	6	62200	67798	49.65	136	2753	7540	4787	70551	72585	2035	2.9	1308	0.266
Sr. Tech	6	62200	67798	49.65	136	3441	9425	5984	71239	77222.8	5984	8.4	4455	2.666
Tech Gr-I	5	51100	55699	43.3	112	3001	7762	4761	58700	63460.6	4761	8.1	8759	4.170
Tech Gr-II	4	44800	48832	38.5	99	2668	6861	4193	51500	55693	4193	8.1	1778	0.745
Tech. Gr-III	2	35000	38150	32.2	77	2231	5336	3105	40381	43486	3105	7.7	2402	0.746
Sub total													21296	9.619
Helpers	1	31500	34335	25.45	70	1764	4851	3087	36099	39186	3087	8.6	3821	1.180
Total													25117	10.799
Additional expenditure per year on account of incentive revision in PUs (Rs. In Cr)														129.59

- Note:
1. 'On roll' strength of total staff covered under incentive scheme is distributed into 10% SSE, 5% JE, 75% Technicians & 10% helper.
 2. Technician strength has been distributed into 26% Sr.Tech, 51% Tech Gr-I, 8% Tech Gr-II, 15% Tech Gr-III.
 3. For calculation CLW pattern incentive rates are taken for all 6 PUs.
 4. * Basic Pay at 20th cell of respective Pay Level in the Pay Matrix
 5. For SSE existing incentive is calculated 15% of 6th CPC basic pay Rs.36670

4.A. BASIC STATISTICS OF PRODUCTION UNITS OF INDIAN RAILWAYS

1. Chittaranjan Locomotive Works

CLW: The initial product of Chittaranjan Locomotive Works was Steam Locomotive. In the period 1950-1972 Chittaranjan Locomotive Works turned out a total number of 2351 Steam Locomotives. From 1968 to 1993 CLW produced 842 Diesel Locomotives and from 1961 to un till 31-03-18 total 6379 nos of Electric locomotives of different types. Spread over an area of 18.34 sq. kms, CLW houses workshops, offices, schools, college, staff quarters, cinema hall, indoor stadium and auditorium. It has transformed itself from being a manufacturer of Steam Locomotives to that of Diesel locomotives and finally to Modern, high power, Electric Locomotives. CLW is producing state-of-the-art 3-phase locos with all modern features of latest "Insulated Gate Bipolar Transistor" (IGBT) technology.

Incentive Booking of staff in CLW

Month	Excluding service Shops		Including Service Shops	
	DW	EIW	DW	EIW
Aug' 18	4122	932	4130	1673
Sep' 18	4115	918	4123	1666
Oct' 18	4099	925	4107	1665
Nov'18	4099	920	4106	1651
Dec' 18	4077	914	4083	1648
Jan' 19	4049	945	4054	1675

2. Diesel Locomotive Works

DLW: Diesel Locomotive Works came into existence on August 1961. Started production WDM-2 & YDM-4 Locos. First electric loco WAP-7 turned out in Feb 2017. Highest ever Annual outturn of 334 locomotives including 317 HHP and 2 electric locomotives achieved in 2017. Successfully converted two old diesel loco WDG3A into Electric loco WAGC3, for the first time in world in March 2018.

Incentive System followed - CLW Pattern Incentive

DLW	Strength of SSE, JE, Technicians & Helpers				Employees covered under incentive				Employees covered under PCO Allowance				
	Designation	BOS	On roll	Vac	Vac %	BOS	On roll	Vac	Vac %	BOS	On roll	Vac	Vac %
SSE	535	520	15	2.8									
JE	279	269	10	3.6									
Sr.Tech	639	628	11	1.7									
Tech.I	1254	1078	176	14.0									
Tech.II	200	405	-205	-102.5									
Tech.III	375	356	19	5.1									
Helper	678	691	-13	-1.9									
Total	3960	3947	13	0.3	3044	3009	35	1.1	549	564	-15	-2.7	

3. Integral Coach Factory

ICF: ICF is capable of manufacturing many types / variants simultaneously. Every year new variants are added to the product mix. ICF invented and experimented with new type coaches such as, self propelled or special type coaches. ICF has produced 60,000 coaches since its inception in 500 plus different designs. The new age flagship Trainset code-named Train 18 has been rolled out from the production shops of Integral Coach Factory (ICF) by the end of October, 2018. The 16 coach semi-high speed Trainset consists of 16 coaches and is designed for Maximum Operating speed of 160 kmph.

Incentive System followed - **CLW Pattern Incentive**

ICF	Strength of SSE, JE, Technicians & Helpers				Employees covered under incentive				Employees covered under PCO Allowance			
	Designation	BOS	On roll	Vac	Vac%	BOS	On roll	Vac	Vac %	BOS	On roll	Vac
SSE	758	688	70	9.2	288	309	-21	-7.3	252	184	68	27.0
JE	369	275	94	25.5	187	115	72	38.5	50	38	12	24.0
Sr.Tech	1782	1647	135	7.6	*	1729			124	112	12	9.7
Tech.I	3342	2953	389	11.6	*	2937						
Tech.II	734	545	189	25.7	*	435						
Tech.III	729	572	157	21.5	*	938						
Helper	1025	879	146	14.2	*	781						
Total	8739	7559	1180	13.5		7244			426	334	92	21.6

* Sanctioned strength not available

4. Rail Coach Factory

RCF: After turning out its first coach in March 1988, RCF has moved on to become the largest and most modern coach manufacturing unit of Indian Railways. At present more than 28,000 RCF built coaches are traversing the length and breadth of our nation. Every year RCF is adding more than 1600 coaches to this fleet, which includes AC and Non-AC coaches for Broad Gauge.

Incentive System followed - **Group Incentive System**

RCF	Strength of SSE, JE, Technicians & Helpers				Employees covered under incentive				Employees covered under PCO Allowance			
	Designation	BOS	On roll	Vac	Vac %	BOS	On roll	Vac	Vac %	BOS	On roll	Vac
SSE	634	569	65	10.3	722	352	370	51.2	66	92	-26	39.4
JE	334	285	49	14.7	356	207	149	41.9	67	13	54	80.6
Sr.Tech	1085	1013	72	6.6	6850	3784	3066	44.8	50	12	38	76.0
Tech.I	2134	1996	138	6.5								
Tech.II	339	396	-57	-16.8								
Tech.III	635	591	44	6.9								
Helper	1186	1320	-134	-11.3	1166	635	531	45.5	5	1	4	80.0
Total	6347	6170	177	2.8	9094	4978	4116	45.3	188	118	70	37.2

5. Modern Coach Factory

MCF: MCF started its production in 2011-12 by producing 18 coaches with assistance from RCF. In the year 2017-18 MCF produced 711 coaches with all Bogies and Shells manufactured in its plant. In the year 2018-19 MCF is expected to manufacture 1140 coaches.

Incentive System followed - **No Incentive System**

MCF	Strength of SSE, JE, Technicians & Helpers			
	Designation	BOS	On roll	Vacancy
SSE	213	180	33	15.5
JE	97	89	8	8.2
Sr.Tech	202	154	48	23.8
Tech.I	558	344	214	38.4
Tech.II	257	209	48	18.7
Tech.III	254	300	-46	-18.1
Helper	338	361	-23	-6.8
Total	1919	1637	282	14.7

Introduction of Incentive System in MCF: Other two coach production units of Railways ICF & RCF are having well established and successful incentive system. Existence of incentive system in ICF & RCF proved as an effective management tool for achieving productivity improvement and for introduction of new designs and design modification in the existing coach designs.

6. Rail Wheel factory

RWF: RWF is a specialized Production Unit for manufacturing rolling stock wheels and axles to reduce the dependency on import. The ultimate objective was that Durgapur Steel Plant and the Rail Wheel Factory should be able to totally meet Indian Railways requirement for standard wheels and axles so that their import could be stopped.

Incentive System followed - **Group Incentive System.** 1663 staff are covered under Incentive Scheme.

7. Diesel Loco Modernisation Works

DMW:The Foundation Stone of Diesel Component Works (DCW), Patiala was laid on October 24, 1981 and production started in 1986. A decision was also taken that DCW will do midlife Rebuilding of Diesel Locomotives after a service life of 18 years. Accordingly, Phase-II of the project was sanctioned and the work of Rebuilding started in 1989. The name of DCW was changed to Diesel Loco Modernisation Works (DMW) in July, 2003 to signify the modernisation of Diesel Locomotives being done in the unit.

Incentive System followed - **Group Incentive System (No staff is covered under PCO Allowance in DMW)**

DMW	Strength of SSE, JE, Technicians & Helpers				Employees covered under incentive			
	Designation	BOS	On roll	Vac	Vac %	BOS	On roll	Vac
SSE	312	309	3	1.0	297	252	45	15.2
JE	157	130	27	17.2	146	124	22	15.1
Sr.Tech	502	461	41	8.2	483	446	37	7.7
Tech.I	989	939	50	5.1	952	912	40	4.2
Tech.II	150	162	-12	-8.0	145	155	-10	-6.9
Tech.III	277	367	-90	-32.5	269	350	-81	-30.1
Helper	384	379	5	1.3	253	255	-2	-0.8
Total	2771	2747	24	0.9	2545	2494	51	2.0

5. REVISION OF RATES OF INCENTIVE IN MECHANICAL WORKSHOPS OF INDIAN RAILWAYS

5.1 Mechanical Workshops numbering 44 are spread over 16 zones of Indian Railways.

Mechanical workshops of Railways carry out maintenance of Rolling stocks as well as manufacturing activities.

- i. **Activities on BG passenger coaches:** ICF design BG Coaches and LHB Coaches
- ii. **Activities on BG Goods Wagon:** BG Wagon production & maintenance
- iii. **Activities on BG self propelled coaches:** Maintenance of EMU, MEMU, DEMU, SPART & SPARME
- iv. **Activities on BG Locos:** BG Diesel locos & BG Electric locos
- v. **Activities on MG & NG:** MG Coach, MG Diesel Loco, MG DMUs, NG Diesel locos and NG Coaches.
- vi. **Activities on Crane:** 140T crane manufacturing & maintenance.
- vii. **Activities on manufacturing:** Manufacture of LHB Bogies, manufacture of Springs and manufacture of DEMUs.

5.2. Book of sanction & on roll strength of Mechanical Workshops of Indian Railways and staff covered under incentive system has been given in tables in next page as Annexure- 5A & 5B in pages 18 to 21

5.3. ADDITIONAL EXPENDITURE ON REVISION OF INCENTIVE BONUS FOR MECHANICAL WORKSHOPS OF RAILWAYS

“On Roll” strength of staff covered under incentive system in Mechanical Workshops of Indian Railways – **77,200**

Method -1: Incentive rates proposed @ Minimum of 7th CPC basic pay of respective Pay Level divided by 208 for JE, Technician & Helpers and for SSE 15% of 7th CPC basic pay.

Estimated additional Expenditure per year – Rs. 590.59 crore. (Calculation sheet in Annexure 5C- in page - 22)

Method -2: Incentive rates proposed @ Minimum of 7th CPC basic pay of respective Pay Level divided by 208 factored by 0.8 for JE, Technician & Helpers and for SSE 12% of 7th CPC basic pay.

Estimated additional Expenditure per year – Rs. 398.30 crore. (Calculation sheet in Annexure- 5D in page - 23)

Mechanical Workshops of Indian Railways. Book of sanction & 'On Roll' strength as on 31.03.2018															
S. N	ZONE	WORKSHOP		Group A		Group B		Group C		Group D		Total		Vacancy	
				BOS	On roll	BOS	On roll	BOS	On roll	BOS	On roll	BOS	On roll	No	%
1	Central	Parel	Loco workshop	8	7	7	6	3614	2280	0	0	3629	2293	1336	36.8
2		Matunga	Carriage workshop	8	7	20	16	5620	4237	873	1065	6521	5325	1196	18.3
3		Kurduwadi *	NG workshop										250		
4	Eastern	Jamalpur	Loco workshop										7263		
5		Liluah	C & W workshop		26		14	8064	7051	1235	1015	9299	8106	1193	12.8
6		Kanchapara	Group of workshops		30		15	7894	5631	1897	2306	9846	7982	1864	18.9
7		Budge Budge	Bogie manufacture factory												
8	East Central	Samastipur *	Mechanical workshop										500		
9		Harnaut *											900		
10	East Coast	Mancheswar	Carriage workshop					1991	1731	4	3	1995	1734	261	13.1
11	Northern	Charbagh	Loco workshop					3215	2555	426	113	3641	2668	973	26.7
12		Alambagh	C & W workshop					3551	3003	397	278	3948	3281	667	16.9
13		Amristar	Mechanical workshop					2009	1564	210	141	2219	1705	514	23.2
14		Jagadhri	C & W workshop					5619	5069	851	900	6470	5969	501	7.7
15		Kalka	C & W workshop					552	424	95	63	647	487	160	24.7
16	North Central	Gwalior	Rail Spring Karkhana		5		2	302	280	78	84	380	371	9	2.4
17		Jhansi	Wagon workshop					3912	3258	1091	973	5003	4231	772	15.4
18	North Eastern	Gorakhpur	Mechanical workshop					3991	3596	1034	727	5025	4323	702	14.0
19		Izatnagar	Mechanical workshop		4		4	1419	1100	418	449	1837	1557	280	15.2
20	North East Frontier	Dibrugarh *	Mechanical workshop										1600		
21		New Bongaigaon #	C & W workshop					1985	1638	256	328	2241	1966	275	12.3
22		Tindharia *	NG workshop											70	
23	North Western	Ajmer	C & W workshop					2726	1781	222	257	2948	2038	910	30.9
		Ajmer	Loco workshop												
24		Bikaner ^	C & W workshop					919	788	71	26	990	814	176	17.8
25		Jodhpur	Carriage workshop					1837	1575	142	52	1979	1627	352	17.8

S. N	ZONE	WORKSHOP		Group A		Group B		Group C		Group D		Total		Vacancy	
				BOS	On roll	BOS	On roll	BOS	On roll	BOS	On roll	BOS	On roll	No	%
26	Southern	Perambur	C & W workshop					5414	3777	625	1258	6039	5035	1004	16.6
27		Perambur	Loco workshop					2210	1756	215	214	2425	1970	455	18.8
28		Trichy	Golden Rock central workshop					5131	4352	0	16	5131	4368	763	14.9
29	South Central	Lallaguda	Carriage workshop					2949	2481	356	427	3305	2908	397	12.0
30		Guntupalli	Wagon workshop	4	6	8	8	2587	2139	0	0	2599	2153	446	17.2
31		Tirupati	Carriage workshop										1691	1404	287
32	South Eastern	Kharagpur	Loco, Carriage & Wagon workshop					8855	6770	1250	1403	10105	8173	1932	19.1
33		Haldia	DEMU manufacturing												
34	South East Central	Nagpur	NG workshop	2	2	2	1	499	438	39	67	542	508	34	6.3
35		Raipur	Wagon workshop	7	7	2	2	1383	1256	280	311	1672	1576	96	5.7
36	South Western	Mysuru	Central workshop					1756	1472	107	71	1863	1543	320	17.2
37		Hubli	Carriage workshop					2811	2293	270	465	3081	2758	323	10.5
38	Western	Dahod	C & W workshop	3	3	11	11	1823	1545	545	429	2382	1988	394	16.5
39		Lower Parel	Carriage workshop		9		6	3663	2885	791	938	4454	3838	616	13.8
40		Mahalaxmi	EMU workshop					560	423	174	205	734	628	106	14.4
41		Pratapnagar	C & W workshop	1	1	1	1	411	369	87	88	500	459	41	8.2
42		Bhavnagar	Wagon workshop	2	2	6	6	686	562	153	94	847	664	183	21.6
43	West Central	Kota	Wagon workshop	4	4	7	6	1927	1785	451	456	2389	2251	138	5.8
44		Bhopal #	Coach Rehabilitation Workshop					1741	1595	549	415	2290	2010	280	12.3
			Total										111294		

* Approximate figure

Strength of Technical departments only

^ Strength taken as half of Jodhpur workshop

Group 'A' & 'B' strength are provided to the extent available

Mechanical Workshops of Indian Railways. Book of sanction & 'On Roll' strength of staff covered under incentive & PCO Allowance as on 31.03.2018															
S. N	ZONE	WORKSHOP		Strength of SSE, JE, Technicians & Helpers				Employees covered under incentive				Employees covered under PCO Allowance			
				BOS	On roll	Vac	Vac %	BOS	On roll	Vac	Vac %	BOS	On roll	Vac	Vac %
1	Central	Parel	Loco workshop	3723	2369	1354	36.4	3025	2050	975	32.2	131	87	44	33.6
2		Matunga	Carriage workshop	5967	4942	1025	17.2	5133	3570	1563	30.5				
3		Kurduwadi	NG workshop					No Incentive							
4	Eastern	Jamalpur	Loco workshop						3745						
5		Liluah	C & W workshop	8247	7200	1047	12.7		6480						
6		Kanchapara	Group of workshops	8618	6934	1684	19.5	8990	5975	3015	33.5	401	137	264	65.8
7		Budge Budge	Bogie manufacture												
8	East Central	Samastipur *	Mechanical workshop						500						
9		Harnaut						No Incentive							
10	East Coast	Mancheswar	Carriage workshop	1907	1636	271	14.2	1884	1621	263	14.0	0	0	0	0
11	Northern	Charbagh	Loco workshop	3283	2467	816	24.9	2811	1969	842	30.0	211	155	56	26.7
12		Alambagh	C & W workshop	4032	3340	692	17.2	4030	3340	690	17.1	123	164	-41	-33.3
13		Amristar	Mechanical workshop	1773	1422	351	19.8		984				41		
14		Jagadhri	C & W workshop	5966	5458	508	8.5		4912						
15		Kalka	C & W workshop	508	370	138	27.2	454	315	139	30.6	55	40	15	27.3
16	North Central	Gwalior	Rail Spring Karkhana	330	326	4	0.1	No Incentive							
17		Jhansi	Wagon workshop	4561	3766	795	1.7	4274	3104	1170	27.4	368	257	111	30.2
18	North Eastern	Gorakhpur	Mechanical workshop	4614	4019	595	12.9	4920	2782	2138	43.5	196	122	74	37.8
19		Izatnagar	Mechanical workshop	1667	1619	48	2.9	1269	928	341	26.9	130	115	15	11.5
20	North East Frontier	Dibrugarh *	Mechanical workshop						1600						
21		New Bongaigaon	C & W workshop	2241	1966	275	12.3	1657	1457	200	12.1	114	184	-70	-61.4
22		Tindharia	NG workshop					No Incentive							
23	North Western	Ajmer	C & W workshop	2664	1875	789	29.6	2556	2006	550	21.5	74	67	7	9.46
		Ajmer	Loco workshop												
24		Bikaner ^	C & W workshop	937	771	166	17.7	896	720	176	19.6	53	38	15	28.3
25		Jodhpur	Carriage workshop	1873	1541	332	17.7	1792	1440	352	19.6	105	75	30	28.6

	ZONE	WORKSHOP		Strength of SSE, JE, Technicians & Helpers				Employees covered under incentive				Employees covered under PCO Allowance			
				BOS	On roll	Vac	Vac %	BOS	On roll	Vac	Vac %	BOS	On roll	Vac	Vac %
26	Southern	Perambur	C & W workshop						3928						
27		Perambur	Loco workshop	2229	1836	393	17.6	938	755	183	19.5		11		
28		Trichy	Golden Rock central workshop	4778	4028	750	15.7	2317	1968	349	15.1	11	4	7	63.6
29	South Central	Lallaguda	Carriage workshop	3045	2675	370	12.2	2346	1834	512	21.8		135		
30		Guntupalli	Wagon workshop	2161	1803	358	16.6	2450	1774	676	27.6	0	0	0	0
31		Tirupati	Carriage workshop					1308	1007	301	23.0				
32	South Eastern	Kharagpur	Loco, Carriage & wagon workshop	8941	7349	1592	17.8	6911	4977	1934	28.0	278	113	165	59.4
33		Haldia	DEMU manufacturing												
34	South East Central	Nagpur	NG workshop	488	469	19	3.9	No Incentive							
35		Raipur	Wagon workshop	1645	1584	61	3.7	1487	1305	182	12.2	81	55	26	32.1
36	South Western	Mysuru	Central workshop	1718	1448	270	15.7		1430						
37		Hubli	Carriage workshop	3081	2758	323	10.5	3009	2392	617	20.5	207	163	44	21.3
38	Western	Dahod	C & W workshop	2084	1755	329	15.8	1557	1358	199	12.8	136	96	40	29.4
39		Lower Parel	Carriage workshop	3821	3106	715	18.7	3174	2072	1102	34.7	251	205	46	18.3
40		Mahalaxmi	EMU workshop	1228	1051	177	14.4		467						
41		Pratapnagar	C & W workshop	836	656	180	21.5	372	331	41	11.0	41	36	5	12.2
42		Bhavnagar	Wagon workshop	850	661	189	22.2	No Incentive							
43	West Central	Kota	Wagon workshop	2140	2035	105	4.9	1908	1819	89	4.7	102	88	14	13.7
44		Bhopal	Coach Rehabilitation Workshop	2334	2010	324	13.9	2340	1915	425	18.2	40	33	7	17.5
Total									77,200						

^ Strength taken as half of Jodhpur workshop

* Approximate figure

**CALCULATION SHEET FOR ADDITIONAL EXPENDITURE ON REVISION OF INCENTIVE BONUS FOR
MECHANICAL WORKSHOPS OF INDIAN RAILWAYS**

Method -1: Incentive rates proposed @ Minimum of 7th CPC basic pay of respective Pay Level divided by 208 for JE, Technician & Helpers and for SSE 15% of 7th CPC basic pay.

Incentive Bonus calculation sheet for Mechanical Workshops of IR @ minimum pay divided by 208& 15% of basic pay for SSE														
Desg	Pay Level	* Mean Pay	Mean Pay + 9% DA	Existing incentive rates	Proposed incentive rates	Existing incentive @ 33% earning Rs.	Proposed incentive @ 33% earning Rs.	Difference between existing and proposed incentive	Existing BP+DA+ Existing Incentive	Existing BP+DA+ Proposed Incentive	Difference between existing and proposed BP+DA+ Incentive	%	'On Roll' Staff Strength	Additional Expense Rs. In Cr
SSE	7	78800	85892	15% of BP	15% BP	5501	11820	6320	91393	97712	6320	6.9	7975	5.040
JE	6	62200	67798	49.65	170	2753	9425	6672	70551	74470	3920	5.6	4020	1.576
Sr. Tech	6	62200	67798	49.65	170	3441	11781	8340	71239	79579	8340	11.7	13693	11.420
Tech Gr-I	5	51100	55699	43.3	140	3001	9702	6701	58700	65401	6701	11.4	26920	18.040
Tech Gr-II	4	44800	48832	38.5	123	2668	8524	5856	51500	57356	5856	11.4	5464	3.200
Tech. Gr-III	2	35000	38150	32.2	96	2231	6653	4421	40381	44803	4421	10.9	7383	3.264
Sub total													65455	42.540
Helpers	1	31500	34335	25.45	87	1764	6029	4265	36099	40364	4265	11.8	11745	5.010
G. Total													77200	47.549
Additional expenditure per year on account of incentive revision in Mechanical workshop (Rs. In Cr)														570.59

- Note:
1. 'On roll' strength of total staff covered under incentive scheme is distributed into 10% SSE, 5% JE, 75% Technicians & 10% helper.
 2. Technician strength has been distributed into 26% Sr.Tech, 51% Tech Gr-I, 8% Tech Gr-II, 15% Tech Gr-III.
 3. For calculation CLW pattern incentive rates are taken for calculation.
 4. * Basic Pay at 20th cell of respective Pay Level in the Pay Matrix
 5. For SSE existing incentive is calculated 15% of 6th CPC basic pay Rs.36670

**CALCULATION SHEET FOR ADDITIONAL EXPENDITURE ON REVISION OF INCENTIVE BONUS FOR
MECHANICAL WORKSHOPS OF INDIAN RAILWAYS**

Method -2: Incentive rates proposed @ Minimum of 7th CPC basic pay of respective Pay Level divided by 208 factored by 0.8 for JE, Technician & Helpers and for SSE 12% of 7th CPC basic pay.

Incentive Bonus calculation sheet for Mechanical Workshops of IR @ minimum pay divided by 208 factored by 0.8 & 12% of basic pay for SSE														
Desg	Pay Level	* Mean Pay	Mean Pay + 9% DA	Existing incentive rates	Proposed incentive rates	Existing incentive @ 33% earning Rs.	Proposed incentive @ 33% earning Rs.	Difference between existing and proposed incentive	Existing BP+DA+ Existing Incentive	Existing BP+DA+ Proposed Incentive	Difference between existing and proposed BP+DA+ Incentive	%	'On Roll' Staff Strength	Additional Expense per month Rs. In Cr
SSE	7	78800	85892	15% of BP	12% of BP	5501	9456	3956	91393	95348	3956	4.3	7975	3.15
JE	6	62200	67798	49.65	136	2753	7540	4787	70551	72585	2035	2.9	4020	0.82
Sr. Tech	6	62200	67798	49.65	136	3441	9425	5984	71239	77222.8	5984	8.4	13693	8.19
Tech Gr-I	5	51100	55699	43.3	112	3001	7762	4761	58700	63460.6	4761	8.1	26920	12.82
Tech Gr-II	4	44800	48832	38.5	99	2668	6861	4193	51500	55693	4193	8.1	5464	2.29
Tech. Gr-III	2	35000	38150	32.2	77	2231	5336	3105	40381	43486	3105	7.7	7383	2.29
Sub total													65455	29.57
Helpers	1	31500	34335	25.45	70	1764	4851	3087	36099	39186	3087	8.6	11745	3.63
Total													77200	33.19
Additional expenditure per year on account of incentive revision in Mechanical Workshops (Rs. In Cr)														398.30

- Note:
- 'On roll' strength of total staff covered under incentive scheme is distributed into 10% SSE, 5% JE, 75% Technicians & 10% helper.
 - Technician strength has been distributed into 26% Sr.Tech, 51% Tech Gr-I, 8% Tech Gr-II, 15% Tech Gr-III.
 - For calculation CLW pattern incentive rates are taken for CALCULATION.
 - * Basic Pay at 20th cell of respective Pay Level in the Pay Matrix
 - For SSE existing incentive is calculated 15% of 6th CPC basic pay Rs.36670

Details of Rolling Stock Maintenance Activities at Mechanical Workshops of Indian Railways, position as on 01/01/2018

S.No	Railway	Workshop	BG Coaches	LHB	BG Wagon	BG Dsl locos	BG Elect Locos	EMU/ MEMU	Wagon Prod.	DEMU/ SPART/ SPARME	140 T Crane	MG Coach	MG Locos & DEMUs	NG Dsl Locos	NG Coach	
1	Central	Parel	☼			☼				☼	☼			☼		
2		Matunga	☼					☼								
3		Kurdwadi			☼											☼
4	Eastern	Jamalpur			☼	☼			☼		☼					
5		Lilluah	☼	☼	☼											
6		Kanchrapara	☼				☼	☼		☼						
7		Budge Budge	Manufacture of LHB Bogies													
8	East Central	Harnaut	☼													
9		Samastipur							☼							
10	East Coast	Mancheswar	☼	☼												
11	Northern	Charbagh				☼	☼			☼						
12		Alambagh	☼													
13		Amritsar							☼							
14		Jagadhri	☼	☼	☼											
15		Kalka														☼
16	North Central	Jhansi	☼		☼											
17	Central	Gwalior	Manufacture of Springs													
18	North Eastern	Gorakhpur	☼													
19	Eastern	Izatnagar	☼		☼							☼	☼			
20	Northeast	Dibrugarh	☼													
21	Frontier	NewBongaigaon	☼		☼					☼						
22		Tindharia												☼	☼	
23	North	Ajmer (Carr.)	☼	☼												

	Western	Ajmer (Loco.)			☼	☼				☼						
24		Bikaner			☼						☼					
25		Jodhpur	☼													
26	Southern	Perambur(C&W)	☼	☼	☼											
27		Perambur(Loco)	☼				☼			☼						
28		Golden Rock	☼				☼			☼						
29	South Central	Lallaguda	☼	☼				☼		☼						
30		Guntapalli			☼											
31		Tirupati	☼						☼							
32	South Eastern	Kharagpur (Main)	☼			☼	☼	☼		☼						
		Kharagpur (Wagon)			☼											
33		Haldia	Manufacture of DEMU													
34	South east Central	Nagpur	☼												☼	☼
35		Raipur			☼											
36	South Western	Mysore	☼	☼												
37		Hubli	☼							☼						
38	Western	Dahod			☼		☼	☼		☼						
39		Lower Parel	☼	☼						☼						
40		Mahalaxmi							☼							
41		Pratapnagar			☼										☼	
42		Bhavnagar	☼													
43	West Central	Kota			☼											
44		Bhopal	☼													

5.A. BASIC STATISTICS OF MECHANICAL WORKSHOPS OF INDIAN RAILWAYS

Central Railway

1. Locomotive Workshop, Parel, Central Railway

It is one of the largest and oldest repair Workshops on the Indian Railways with diversified repair/manufacturing activities. Being located in the heart of Mumbai, it has ready access to road, sea and air transport. The Parel Workshop has the unique distinction of rendering services to the Armed Forces during the World Wars. The Central Railway Locomotive Workshop, Parel was set up by Great Indian Peninsular Railway as a Steam Loco Shed in 1879. Later repair and overhauling of Steam loco had started, and that had reached peak capacity of 32 Steam locos per month in 1962-63. Repair and Overhauling of Diesel locomotives started from 1974-75.

Parel Workshop has gradually diversified and is at present also carrying out the repair and overhauling of Diesel locomotives, Diesel cranes, Rehabilitation of Main Line Coaches. This shop also manufactures many components for diesel locos, Carriages and Wagon. This workshop has also successfully manufactured Narrow Gauge locos for Neral - Matheran section and for Kalka - Simla section.

Feature	
Overall Area	1.90 Lakh Sq.m.(47 Acre)
Covered Area	81,250 Sq.m.
Machinery & Plant	518

Incentive System followed: CLW Pattern Incentive

PAREL LOCO WORK SHOP	Strength of SSE, JE, Technicians & Helpers				Employees covered under incentive				Employees covered under PCO Allowance			
	BOS	On roll	Vac	Vac %	BOS	On roll	Vac	Vac %	BOS	On roll	Vac	Vac %
SSE	287	244	43	15.0	193	185	8	4.1	65	47	18	27.7
JE	139	72	67	48.2	95	60	35	36.8	31	9	22	71.0
Sr.Tech	760	703	57	7.5	649	654	-5	-0.8	7	6	1	14.3
Tech.I	1337	614	723	54.1	1128	545	583	51.7	10	10	0	0.0
Tech.II	233	198	35	15.0	199	177	22	11.1	2	3	-1	-50.0
Tech.III	440	189	251	57.0	371	162	209	56.3	3	4	-1	-33.3
Helper	527	349	178	33.8	390	267	123	31.5	13	8	5	38.5
Total	3723	2369	1354	36.4	3025	2050	975	32.2	131	87	44	33.6

2. Carriage Workshop, Matunga, Central Railway

The Carriage Workshop, Matunga was set up in 1915 as a repair workshop for broad gauge and narrow gauge coaches and wagons of the erstwhile Great Indian Peninsular (GIP) Railway. The workshop covers a triangular piece of land/area of 35 hectares, including a covered area of about 11 hectares, skirted by the Central Railway suburban corridors on the east and the Western Railway corridors on the west. The workshop now carries out Periodical Overhaul (POH) and heavy corrosion repairs of main line as well as EMU coaches.

Incentive System followed: CLW Pattern Incentive. (No separate sanction for PCO Allowance)

MATUNGA	Strength of SSE, JE, Technicians & Helpers				Employees covered under incentive			
	BOS	On roll	Vac	Vac %	BOS	On roll	Vac	Vac %
SSE	298	242	56	18.8		194		
JE	151	69	82	54.3	273	34	239	87.5
Sr.Tech	1237	1175	62	5.0	4048	875	1333	32.9
Tech.I	2284	1361	923	40.4		997		
Tech.II	399	504	-105	-26.3		376		
Tech.III	689	541	148	21.5		467		
Helper	909	1050	-141	-15.5	812	821	-9	-1.1
Total	5967	4942	1025	17.2	5133	3746	1563	30.5

'On roll' strength of SSE for incentive is taken approximately 80% of available SSE strength.

3. Kurduwadi Workshop

Kurduwadi Workshop was established in 1930 by the Barsi Light Railway for Repair of Narrow Gauge locomotives. It became a part of Central Railway in 1954. This Workshop was initially established to undertake Repairs of Narrow Gauge Steam Locomotives, Coaches and Wagons for Lathur - Kurduwadi - Miraj Narrow Gauge Section. Later on, all Narrow Gauge Rolling stock of the entire Central Railway was taken up for repair at this Workshop.

Due to reduction in Narrow Gauge Rolling stock, and closure of Foundry in 2001, the Workshop has taken up new activities like manufacture and rebuilding of Narrow Gauge coaches, conversion of the Broad Gauge coaches into Accident Relief Train coaches, conversion of coaches to carry cars and camping coaches, repair of Broad Gauge departmental wagons and fabrication of components for Broad Gauge wagons. A new work has been sanctioned for Kurduwadi Workshop to undertake rehabilitation of 20 Broad Gauge wagons per month at a cost of Rs.30.25 crores in the year 2011.

No incentive system is followed in this workshop

Feature	
Overall Area	56,000 Sq. m.
Staff	250 (Approximate)
Officers	2

Eastern Railway

4. Jamalpur Workshop, Eastern Railway

Established on 8 February 1862. This workshop carries out repairing, overhauling, restructuring, refabricating of all the passenger coaches and goods wagons. Maintenance and overhauling of both Diesel and Electric Locomotive Engines and their reconditioning within the prescribed time limit.

Feature	
Total Area	142 acres
Covered Area	58 acres
On roll staff strength	7263

Incentive System followed: CLW Pattern Incentive

As on 01.03.2019 Jamalpur workshop is having total staff strength of 7263. On roll strength of staff covered under Incentive from SSE to Helpers is 3745.

5. Liluah Workshop, Eastern Railway

The East Indian Railway Company established a Railway Carriage & Wagon Workshop at Howrah in the year 1863. In the year 1900, it was shifted to its present location at Liluah. The workshop is 114 years old and had celebrated its centenary year in 2000. The workshop is located in the industrial hub of Howrah district, by the side of river Hooghly. It is spread over an area of 2.99 lakh Sq m having a covered area of 1.05 lakh Sq M. The total sanctioned staff strength is 10282 (as on 01.01.14).

The workshop was established for undertaking Periodic Overhauling of carriage and wagon stock. At present, the main activity of Liluah workshop is Periodic Overhauling and Intermediate Overhauling of AC & Non-AC Coaches. It is one of the 3 pioneer Workshop on IR to do POH/IOH of LHB Coaches. Shop also undertake POH of Wagon and is the only Shop on ER to give POH of BVZI & BLC Wagon.

Coaches:

1. POH of coaches – AC and Non-AC including new generation coaches viz. LHB, Hybrid, Double Decker.
2. Intermediate Overhaul (IOH) of LHB, Doubledecker, Shatabdi and other 18 M Mail/ Express coaches.
3. Supply of IOHed Coach Bogie to ECR.
4. Refurbishing of coaches both AC & Non AC.
5. Retro fitment of Environment friendly Bio-Toilet in Coaches.
6. Bogie Frame for LHB Coaches.
7. Renovation of NAC Pantry car in Coaches.

Wagons:

POH & NPOH of air brake wagons (BOXN, BOXNHS, BCN, BCNA, BCNAHS, BVZI) & POH of BLC wagons.

Manufacturing:

1. Manufacture and fabrication of Coach & Wagon components.
2. Overhauling & Repair of subassemblies like wheel sets, Springs, Buffers, Cartridge Taper Roller Bearings etc. to coaching shops & divisions.
3. Reclamation, Heat-treatment and testing of critical safety items like screw coupling, bolster suspension hangers, draw gear equipment & brake block hangers etc.
4. Manufacture of FRP / SMC items through hand and machine moulding process.

Incentive System followed: CLW Pattern Incentive

LILUHA C & W	Strength of SSE, JE, Technicians & Helpers				Employees covered under incentive				Employees covered under PCO Allowance			
	BOS	On roll	Vac	Vac %	BOS	On roll	Vac	Vac %	BOS	On roll	Vac	Vac %
SSE	447	388	59	13.2		349			Information not available			
JE	197	98	99	50.3		88						
Sr.Tech	1774	1572	202	11.4		1415						
Tech.I	3597	2673	924	25.7		2406						
Tech.II	592	743	-151	-25.5		669						
Tech.III	777	1021	-244	-31.4		919						
Helper	863	705	158	18.3		635						
Total	8247	7200	1047	12.7		6480						

"on roll" Incentive strength is assumed 90% of available strength of each category

6. Kanchrapara Workshop, Eastern Railway

Kanchrapara Workshop is one of the oldest Railway workshops in the country. It was set up by the then Eastern Bengal Railway during the year 1863 at the present Loco Complex site in Kanchrapara. It was developed as an integrated shop to carry out repairs to Steam Locomotives, wooden body Carriage and Wagons. The management of the workshop was taken over by the state on 1st July, 1884. In the year 1914 a separate carriage and wagon shop was completed.

This shop has displayed high level of flexibility by adapting to the changing environment and product-mix from time to time. During World Wars, the workshop served the Defence Department for repairs to aircrafts and manufacture of armoured cars and hand-grenade shells.

In 1962, with the introduction of 25 KV Electric traction in Eastern India, a decision was taken for remodeling Kanchrapara Workshop to make it a base workshop for Periodic Overhauling of Electric Locomotives and Electric Multiple Unit (Suburban Electric Trains) stock of Eastern and South Eastern Railways. This workshop also had the privilege of turning out the first electric locomotive after Periodic Overhauling (POH) in 1965 and the first Electric Multiple Unit motor coach was turned out after POH in the very same year.

This workshop has dealt with all classes of Rolling Stocks of Electric Traction and it has been in forefront of undertaking major developmental works connected with Electric traction rolling stock. The workshop also boasts of manufacturing 78 Nos of tower cars for maintaining over head equipment of electric traction between 1957 and 1986. Today, it ranks First among Indian Railways Workshops in terms of number of Electric Multiple Unit Coaches overhauled and Second in terms of number of Electric Locomotives overhauled.

At present Loco Complex mainly deals with repair and overhaul of Electric Locomotives and Electric Multiple Unit Motor Coaches. The Carriage Complex deals with Periodical Overhauling of Electric Suburban Trains, Mainline Electric Multiple Unit trains, Diesel Electric Multiple Unit trains, Non-Air Conditioned Coaches, Accident Relief Train vans and 8 wheeler Tower Cars.

Incentive System followed: CLW Pattern Incentive

KANCHR APARA	Strength of SSE, JE, Technicians & Helpers				Employees covered under incentive				Employees covered under PCO Allowance				
	Desg	BOS	On roll	Vac	Vac %	BOS	On roll	Vac	Vac %	BOS	On roll	Vac	Vac %
SSE	531	438	93	17.5		334				68	53	15	22.1
JE	232	126	106	45.7	460	106	354	77.0	74	7	67	90.5	
Sr.Tech	1729	1634	95	5.5	559	667	-108	-19.3	0	0	0		
Tech.I	3448	1471	1977	57.3	2967	1649	1318	44.4	89	15	74	83.1	
Tech.II	596	528	68	11.4	1945	1008	937	48.2	75	10	65	86.7	
Tech.III	667	901	-234	-35.1	1842	751	1091	59.2	22	4	18	81.8	
Helper	1415	1836	-421	-29.8	1153	1460	-307	-26.6	73	48	25	34.2	
Total	8618	6934	1684	19.5	8926	5975	3285	35.5	401	137	264	65.8	
<i>Vacancy % for incentive is calculated excluding the strength of SSE</i>													

7. Bogie Manufacturing Factory, Budge Budge

The project was sanctioned under RCF pink book-2010-at the cost of Rs.59.3 Cr which subsequently has been revised to Rs.96.02 Cr. for manufacturing of LHB bogie frames to supplement production of LHB coaches at Rail Coach Factory, Kapurthala. This factory is under the administrative control of Kanchrapara workshop.

Dankuni Diesel Locomotive Component Factory

The Dankuni Diesel Locomotive Component Factory was conceived with a view to supply two critical components of HHP locomotives to DLW viz. Under frame & machined Crankcase to supplement diesel loco production at DLW. The work of setting up of Diesel Loco Component Factory at Dankuni has been completed by RVNL on turnkey basis for phase-I in Nov' 2011 and phase-II in Jan' 2013 and presently it is fully functional.

East Central Railway

8. Mechanical Workshop, Samastipur

Mechanical workshop, Samastipur was established in 1881 for overhauling of Steam locomotives, POH of coaches and wagons. It originally belonged to Bengal & North Western Railway (BNWR) and subsequently merged in state owned Oudh Tirhut Railway (OTR) on 1st April 1943. Later on, after formation of zones, it became a workshop of North Eastern Railway. Subsequent to restructuring of zonal Railways, it has come under East Central Railway. At present, this workshop manufactures BOXNHL wagons and repairs BOXN type wagons. The workshop is IMS, ISO 50001, ISO 3834 and 5S certified.

Feature	
Total Area	2673727 Sq.M
Covered Area	1176879 Sq.M
Staff strength	500 (Approximate)

9. Carriage Repair Workshop, Harnaut

In order to be self reliant and improve efficiency of ECR, workshop for overhauling of 50 coaches per month has been set up at Harnaut on Bakhtiyarpur-Rajgir section of Danapur division of East Central Railway. The Harnaut workshop is located 115 acres of land, the workshop on 78 acres and staff quarters on 37 acres. Constructed at an expenditure of Rs. 328 crore with the 'double stacked coach maintenance technology'. The workshop was taken over by ECR on 15.06.2012, and since then it is carrying out POH of Non-AC ICF coaches.

Approximate strength of this workshop is 900 and there no incentive system followed in this workshop

East Coast Railway

10. Carriage Repair Workshop, Mancheswar

Periodic overhauling of all Mail/Express/Passenger & departmental coaches of East Coast Railway. Establishment of this workshop has helped East Coast Railway to achieve self-sufficiency in maintenance of passenger carrying and other coaching vehicles.

Incentive System followed: Group Incentive System. (No staff covered under PCO Allowance)

MANCHESWAR	Strength of SSE, JE, Technicians & Helpers				Employees covered under incentive			
	BOS	On roll	Vac	Vac %	BOS	On roll	Vac	Vac %
SSE	93	86	7	7.5	86	83	3	3.5
JE	48	38	10	20.8	44	28	16	36.4
Sr.Tech	377	355	22	5.8	377	357	20	5.3
Tech.I	735	424	311	42.3	735	448	287	39.0
Tech.II	114	209	-95	-83.3	114	210	-96	-84.2
Tech.III	217	200	17	7.8	217	190	27	12.4
Helper	323	324	-1	-0.3	311	305	6	1.9
Total	1907	1636	271	14.2	1884	1621	263	14.0

Northern Railway

11. Charbagh Loco Workshop

This workshop was established in the year in the year 1867-68. The workshop which was established primarily for maintenance of steam locomotives started maintaining diesel locomotives from 1975, Electric locomotives from 1987, DEMU train sets from 1996 and recently in June 2018 turned out first rake of MEMU train sets.

Feature	
Total Area	1,29,300 sq.m.
Covered Area	57500 sq.m.
Machine Tools installed	471

Incentive System followed: CLW Pattern Incentive

CHARBAGH	Strength of SSE, JE, Technicians & Helpers				Employees covered under incentive				Employees covered under PCO Allowance			
	Desg	BOS	On roll	Vac	Vac %	BOS	On roll	Vac	Vac %	BOS	On roll	Vac
SSE	238	179	59	24.8	76	57	19	24.8	30	Information not available		
JE	113	22	91	80.5	36	7	29	80.5	5			
Sr.Tech	636	568	68	10.7	2487	521	642	25.8	47			
Tech.I	1311	888	423	32.3		781			42			
Tech.II	239	305	-66	-27.6		279			4			
Tech.III	305	358	-53	-17.4		264						
Helper	441	147	294	66.7	278	60	218	78.4	83			
Total	3283	2467	816	24.9	2877	1969	908	31.6	211			

Overall vacancy % for SSE & JE is taken for incentive vacancy also

12. Alambagh Carriage & Wagon workshop, Northern Railway

Carriage & Wagon workshop, Alambagh was established in 1865. Over last 144 years this Workshop has witnessed a lot of changes in its product mix. POH of goods stock was totally stopped Feb'1995 onwards. Presently the main activity of this workshop is POH of coaching stock concentrating on ICF design Self-generating stock. With the increase in EOG stock, AMVW has started POH of ICF type EOG AC coaches. AMVW has taken up PU painting of coaches making NR the only Railway to undertake PU painting universally. The shop also manufactures NMG coaches, ART coaches, Camp coaches, Rest Vans. A work for modernization of workshop has been done at cost of Rs. 80 Crores.

Feature	
Total Area	204684 sq.m.
Covered Area	72595 sq.m.

Incentive System followed: CLW Pattern Incentive

ALAMBAGH	Strength of SSE, JE, Technicians & Helpers				Employees covered under incentive				Employees covered under PCO Allowance			
	Desg	BOS	On roll	Vac	Vac %	BOS	On roll	Vac	Vac %	BOS	On roll	Vac
SSE	217	168	49	22.6	216	168	48	22.2	33	6	27	81.8
JE	96	41	55	57.3	95	41	54	56.8	15	4	11	73.3
Sr.Tech	930	853	77	8.3	930	853	77	8.3	0	44	-44	
Tech.I	1844	1268	576	31.2	1844	1268	576	31.2	69	65	4	5.8
Tech.II	287	398	-111	-38.7	287	398	-111	-38.7	2	25	-23	-1150.0
Tech.III	322	362	-40	-12.4	322	362	-40	-12.4	4	20	-16	-400.0
Helper	336	250	86	25.6	336	250	86	25.6	0	0	0	
Total	4032	3340	692	17.2	4030	3340	690	17.1	123	164	-41	-33.3

13. Amristar Mechanical Workshop, Northern Railway

Incentive System followed: CLW Pattern Incentive

AMRISTAR	Strength of SSE, JE, Technicians & Helpers				Employees covered under incentive				Employees covered under PCO Allowance				
	Desg	BOS	On roll	Vac	Vac %	BOS	On roll	Vac	Vac %	BOS	On roll	Vac	Vac %
SSE	129	103	26	20.2		90					0		
JE	65	12	53	81.5		10					10		
Sr.Tech	383	352	31	8.1		233					9		
Tech.I	760	451	309	40.7		325					16		
Tech.II	108	301	-193	-178.7		187					3		
Tech.III	118	62	56	47.5		39					3		
Helper	210	141	69	32.9		100					0		
Total	1773	1422	351	19.8		984					41		

14. Jagadhri Carriage & Wagon workshop, Northern Railway

The workshop was constructed at a cost of Rs. 32 Lacs for POH of 75 Units of Coaching stock and 225 units of Goods stock per month. The key features of the workshop 70,265.2 sq. meters covered area, 286 acres total area, 1926 Staff quarters, 900 machinery and plant including 31 CNC & high capacity machines with 50 Kms track length. Jagadhri was the first workshop in Indian Railway to be nominated for the POH of LHB Coaches. Kalka Workshop is also under the administrative and technical control of Chief Workshop Manager, Jagadhri Workshop and caters to POH Narrow Gauge stock of World Heritage Kalka -Simla Railway.

Incentive System followed: CLW Pattern Incentive

JAGADHRI C & W	Strength of SSE, JE, Technicians & Helpers				Employees covered under incentive				Employees covered under PCO Allowance				
	Desg	BOS	On roll	Vac	Vac %	BOS	On roll	Vac	Vac %	BOS	On roll	Vac	Vac %
SSE	249	218	31	12.4		196				Information not available			
JE	108	78	30	27.8		70							
Sr.Tech	1325	1281	44	3.3		1153							
Tech.I	2590	1795	795	30.7		1616							
Tech.II	406	462	-56	-13.8		416							
Tech.III	497	777	-280	-56.3		699							
Helper	791	847	-56	-7.1		762							
Total	5966	5458	508	8.5		4912							

"on roll" Incentive strength is assumed 90% of available strength in each category

15. Kalka workshop, Northern Railway

Incentive System followed: CLW Pattern Incentive

KALKA	Strength of SSE, JE, Technicians & Helpers				Employees covered under incentive				Employees covered under PCO Allowance			
	Desg	BOS	On roll	Vac	Vac %	BOS	On roll	Vac	Vac %	BOS	On roll	Vac
SSE	37	28	9	24.3	33	23	10	30.3	5	5	0	0.0
JE	22	5	17	77.3	18	5	13	72.2	5	0	5	100.0
Sr.Tech	110	108	2	1.8	101	78	23	22.8	8	7	1	12.5
Tech.I	203	150	53	26.1	156	129	27	17.3	19	16	3	15.8
Tech.II	25	19	6	24.0	47	19	28	59.6	2	0	2	100.0
Tech.III	41	22	19	46.3	29	32	-3	-10.3	1	0	1	100.0
Helper	70	38	32	45.7	70	29	41	58.6	15	12	3	20.0
Total	508	370	138	27.2	454	315	139	30.6	55	40	15	27.3

North Central Railway

16. Mechanical Workshop, Jhansi

Wagon Repair Workshop Jhansi is the largest Wagon Workshop of Indian Railways, spread across an area of 3.4 lakh sq. meters with 65,000q. meters under covered shed. Jhansi Workshop undertakes POH of almost all kinds of wagons including defence stock. Under recent modernization, a new CTRB overhauling section and a new BTC have been established. Furthermore, a new Trolley Shop has been established for centralized and dedicated trolley maintenance. The workshop also undertakes retro fitment of Bogie Mounted Brake System (BMBS), BOXHAM conversion and modification of BCNHL wagons. Further improvement is planned under modernization to implement Linear Workflow System at Jhansi Workshop. The workshop is also gearing up for rehabilitation of BOBRN wagons.

Incentive System followed: CLW Pattern Incentive

JHANSI MECHANICAL WORKSHOP	Strength of SSE, JE, Technicians & Helpers				Employees covered under incentive				Employees covered under PCO Allowance			
	Desg	BOS	On roll	Vac	Vac %	BOS	On roll	Vac	Vac %	BOS	On roll	Vac
SSE	205	187	18	8.8	242	198	44	18.2	37	26	11	29.7
JE	89	52	37	41.6	85	41	44	51.8	5	2	3	60.0
Sr.Tech	845	776	69	8.2	3332	2404	928	27.9	59	55	4	6.8
Tech.I	1658	966	692	41.7					94	56	38	40.4
Tech.II	260	416	-156	-60.0					20	23	-3	-15.0
Tech.III	484	474	10	2.1					21	29	-8	-38.1
Helper	1020	895	125	12.3	615	461	154	25.0	132	66	66	50.0
Total	4561	3766	795	17.4	4274	3104	1170	27.4	368	257	111	30.2

Coach Mid-Life Rehabilitation Workshop, Jhansi

This workshop is under the administrative control of CWM, Mechanical Workshop, Jhansi. Mid-life Rehabilitation Workshop with a capacity 250 coaches/annum is completed at the cost of over Rs.118 cr and commissioned in April 2015. The workshop spread across 32 acres. MLR is a specialized work aimed at mid-life rehabilitation of railway coaches to improve their condition from passenger amenities as well as running point of view at midlife stage. At present this workshop is having the staff strength less than 600 and no incentive system is introduced in this workshop. Strength of this workshop is not taken into account for preparation this report.

17. Rail Spring Karkhana, Guwalior, North Central Railway

Trial Production Started in February/March 1990. The Plant has now been modernized with the commissioning of new (Fiat) Coiling Line on 12.08.2011 with the latest facilities for manufacture of FIAT Bogie Springs for LHB Coaches. With the commissioning of the new fiat coiling line, RSK under the guidance of RDSO, has developed manufacturing process for manufacture of Fiat springs.

Incentive System followed: No incentive system followed in this workshop

RAIL SPRING KARKHANA	Strength of SSE, JE, Technicians & Helpers			
	Desg	BOS	On roll	Vac
SSE	32	31	1	3.1
JE	14	11	3	21.4
Sr.Tech	58	53	5	8.6
Tech.I	114	110	4	3.5
Tech.II	18	14	4	22.2
Tech.III	31	38	-7	-22.6
Helper	63	69	-6	-9.5
Total	330	326	4	1.2

North Eastern Railway

18. Gorakhpur Workshop

Gorakhpur workshop was established in 1903 for undertaking POH of MG locos, coaches and wagons. As BG conversion started on N.E. Railway, Gorakhpur workshop started POH of BG coaches in September 1984. Considering the necessity for increasing BG coach POH capacity in Gorakhpur workshop, in 2007-08 Railway Board sanctioned two works costing Rs.41crores for increasing POH capacity from 75 170 coaches per month including 15 AC coaches.

Feature	
Total Area	29.8 Hectare
Covered Area	13 Hectare

Incentive System followed: CLW Pattern Incentive

GORAKHPUR	Strength of SSE, JE, Technicians & Helpers				Employees covered under incentive				Employees covered under PCO Allowance				
	Desg	BOS	On roll	Vac	Vac %	BOS	On roll	Vac	Vac %	BOS	On roll	Vac	Vac%
SSE	479	345	134	28.0	301	210	38	12.6	41	25	16	39.0	
JE						53				19	0	19	100.0
Sr.Tech	3205	3034	171	5.3	3402	525	1581	46.5	67	56	11	16.4	
Tech.I						941				19	25	-6	-31.6
Tech.II						355				7	6	1	14.3
Tech.III						982				420	562	57.2	11
Helper	930	640	290	31.2	235	278	-43	18.3	32	8	24	75.0	
Total	4614	4019	595	12.9	4920	2782	2138	43.5	196	122	74	37.8	

19. Izatnagar Workshop

The workshop was established in the year 1913 under Rohilkhand-Kumaon Railway mainly for repair and overhauling of MG steam locomotives. POH of BG coaches has also been started in this workshop since December 2008.

Feature	
Total Area	45.57 Hectare
Covered Area	8 Hectare

Incentive System followed: CLW Pattern Incentive

IZATNAGAR	Strength of SSE, JE, Technicians & Helpers				Employees covered under incentive				Employees covered under PCO Allowance			
	Desg	BOS	On roll	Vac	Vac %	BOS	On roll	Vac	Vac %	BOS	On roll	Vac
SSE	98	88	10	10.2	60	55	5	8.3	17	15	2	11.8
JE	48	32	16	33.3	67	22	45	67.2	8	3	5	62.5
Sr.Tech	301	265	36	12.0	210	166	44	21.0	30	30	0	0.0
Tech.I	592	308	284	48.0	465	212	253	54.4	37	25	12	32.4
Tech.II	92	78	14	15.2	124	35	89	71.8	4	10	-6	-150.0
Tech.III	152	226	-74	-48.7	170	158	12	7.1	5	14	-9	-180.0
Helper	384	422	-38	-9.9	173	280	107	-61.8	29	18	11	37.9
Total	1667	1419	248	14.9	1269	928	341	26.9	130	115	15	11.5

Northeast Frontier Railway

20. Dibrugarh

For the purpose of overhauling and maintenance of locomotives, this workshop was established as a loco workshop under Loco Supdt. W. Hoiker in 1881. At present, DBWS is undertaking POH and IOH activities of BG coaches only.

Feature	
Total Area	62.21 acres
Covered Area	27 acres
Staff strength	1600 (approximate)

21. New Bongaigagon

Incentive System followed: CLW Pattern Incentive

NEW BONGAIGAON	Strength of SSE, JE, Technicians & Helpers				Employees covered under incentive				Employees covered under PCO Allowance			
	Desg	BOS	On roll	Vac	Vac %	BOS	On roll	Vac	Vac %	BOS	On roll	Vac
SSE	144	118	26	18.1	80	76	4	5.0	32	12	20	62.5
JE	56	11	45	80.4	34	4	30	88.2	8	3	5	62.5
Sr.Tech	471	418	53	11.3	367	312	55	15.0	14	23	-9	-64.3
Tech.I	923	629	294	31.9	714	478	236	33.1	28	33	-5	-17.9
Tech.II	137	251	-114	-83.2	110	198	-88	-80.0	2	16	-14	-700.0
Tech.III	254	211	43	16.9	202	150	52	25.7	4	13	-9	-225.0
Helper	256	328	-72	-28.1	150	239	-89	-59.3	26	84	-58	-223.1
Total	2241	1966	275	12.3	1657	1457	200	12.1	114	184	-70	-61.4

22. Tindharia

Installation of Tindharia NG workshop at the present location started in 1913 even though it started functioning from 1881. The workshop came into operation in 1925.

Feature	
Total Area	6670 Sq.M
Covered Area	3810 Sq.M
Staff Strength	70 (Approximate)

North Western Railway

23. Ajmer Group of Workshops, North Western Railway

This workshop was built in 1884 for repair and manufacture of carriage and. This workshop was modernized during 1986-92 at a cost of Rs.31.81 Crores. Gauge conversion in the workshop took place in 1995-96.

Carriage and Wagon workshop: It is carrying out POH of BG coaches, POH BG Wagons, POH Diesel Locomotive Engines, DEMU/SPART etc. This workshop also carries out POH of Palace on Wheel and Royal Orient Express.

Diesel Loco and Wagon Workshops: Diesel Loco and Wagon Workshops deal mainly POH/IOH of BG diesel Locos, DEMU, SPART, POH of BG freight stock, Rebuilding of Box'N' Wagons and Modernization of Diesel Loco & Wagon.

Electrical Workshop: It had two portions - the main electrical workshop looking after the power requirement of the entire Ajmer Group of Workshops complex of North Western Railway and the electrical portion of overhauling of the coaching stock; and electrical Production Shop for manufacture of train lighting equipment and allied accessories.

Incentive System followed: CLW Pattern Incentive

AJMER	Strength of SSE, JE, Technicians & Helpers				Employees covered under incentive				Employees covered under PCO Allowance			
	Desg	BOS	On roll	Vac	Vac %	BOS	On roll	Vac	Vac %	BOS	On roll	Vac
SSE	239	211	28	11.7	98	96	2	2.0	56	55	1	1.8
JE	111	98	13	11.7	57	38	19	33.3	18	12	6	33.3
Sr.Tech	470	462	8	1.7	570	568	2	0.4				
Tech.I	939	475	464	49.4	1106	619	487	44.0				
Tech.II	154	184	-30	-19.5	174	171	3	1.7				
Tech.III	232	195	37	15.9	329	257	72	21.9				
Helper	519	250	269	51.8	222	257	-35	-15.8				
Total	2664	1875	789	29.6	2556	2006	550	21.5	74	67	7	9.5

24. Bikaner Workshop

Initially this workshop was meter gauge workshop. The workshop was carrying POH of steam locomotive, MG wagon repair and coach POH. This workshop was connected to BG track on 02-02-1994 after gauge conversion of BTI - LGH section. After closure of steam locomotive POH and wagon POH activity is now entrusted. BG BOXN wagon rehabilitation work has been started from April 2009.

Total Area : 141226 sq m (approx.)
Total Covered Area : 24292 sq m (17 % of Total)

Since no information was given about this workshop, for the purpose of completing this report staff strength & number of staff covered under Incentive system is assumed half the strength of Jodhpur workshop.

25. Jodhpur Workshop

Incentive System followed: CLW Pattern Incentive

JODHPUR	Strength of SSE, JE, Technicians & Helpers				Employees covered under incentive				Employees covered under PCO Allowance			
	Desg	BOS	On roll	Vac	Vac %	BOS	On roll	Vac	Vac %	BOS	On roll	Vac
SSE	132	121	11	8.3	127	109	18	14.2	41	32	9	22.0
JE	57	23	34	59.6	35	21	14	40.0	20	1	19	95.0
Sr.Tech	406	379	27	6.7	406	374	32	7.9	0	0	0	
Tech.I	775	595	180	23.2	768	605	163	21.2	44	42	2	4.5
Tech.II	155	127	28	18.1	118	93	25	21.2	0	0	0	
Tech.III	206	244	-38	-18.4	206	227	-21	-10.2	0	0	0	
Helper	142	52	90	63.4	132	21	111	84.1	0	0	0	
Total	1873	1541	332	17.7	1792	1450	342	19.1	105	75	30	28.6

Southern Railway

26. Carriage & Wagon Works, Perambur, Southern Railway

The Carriage & Wagon Workshop was built by Madras Railways in the year 1857. Initially the workshop handled BG coaches, wagons & steam locomotives for periodical repairs and overhaul. The locomotive maintenance work was transferred to the Loco Workshops, Perambur in the year 1932. Carriage & Wagon Workshop has 12 Major shops and large number of sub shops including Train lighting and Air conditioning section to feed the main shops with sub assemblies. POH of AC coaches was started in the year 1954. This workshop also had the distinction of assisting ICF till 1963 by way of furnishing the newly built shells before the setting up of furnishing division at ICF.

This workshop undertakes POH of various types of AC & Non AC coaches like Sleeper, GS, Pantry Cars, Military coaches, Saloons, SLRDs VPU/VPDs and Janshatabdi coaches etc. Similarly this workshop undertakes the POH of wagons of variants, Rehabilitation of wagons, Conversion of BOXN to BOXNR wagons (stainless steel wagons), Rebuilding/Re roofing of BCN wagons etc.

Feature	
Total Area	129 acres
Covered Area	26 acres

Incentive System followed: CLW Pattern Incentive

Carriage & Wagon Works	Strength of SSE, JE, Technicians & Helpers				Employees covered under incentive				Employees covered under PCO Allowance							
	Desg	BOS	On roll	Vac	Vac %	BOS	On roll	Vac	Vac %	BOS	On roll	Vac	Vac %			
SSE	341	280	61	17.9		43					5					
JE	170	90	80	47.1	51	22	29	56.9								
Sr.Tech	1341	1230	111	8.3	1006 (Elec)	3110 (Mech) + 753 (Elec)										
Tech.I	2521	1337	1184	47.0												
Tech.II	364	257	107	29.4												
Tech.III	594	533	61	10.3												
Helper	551	1204	-653	-118.5												
Total	5882	4931	951	16.2		3928				0	5	0	0			

For strength of SSE & JE covered under Incentive & PCO Allowance only Electrical strength is available. BOS for Mechanical strength is not available.

27. Loco Works, Perambur, Southern Railway

Loco Works was carved out at its present location in the year 1932 exclusively for overhauling Steam Locomotives and Travelling Steam Cranes of Madras and Southern Mahratta Railways. The Steam locomotives were phased out in 1980s' and today Loco Works is a composite workshop handling POH of electric locos, Coaches, Diesel Multiple Units and Manufacture of Bogie frames, Elastic Rail Clips and Biodiesel.

Feature	
Total Area	53 acres
Covered Area	15 acres

Incentive System followed: CLW Pattern Incentive

LOCO WORKS	Strength of SSE, JE, Technicians & Helpers				Employees covered under incentive				Employees covered under PCO Allowance				
	Desg	BOS	On roll	Vac	Vac %	BOS	On roll	Vac	Vac %	BOS	On roll	Vac	Vac %
SSE	192	145	47	24.5	67	52	15	22.4			9		
JE	89	34	55	61.8	28	9	19	67.9			1		
Sr.Tech	469	461	8	1.7	230	225	5	2.2			1		
Tech.I	905	639	266	29.4	444	288	156	35.1					
Tech.II	126	138	-12	-9.5	55	60	-5	-9.1					
Tech.III	279	226	53	19.0	114	121	-7	-6.1					
Helper	169	193	-24	-14.2	0	0	0	0.0					
Total	2229	1836	393	17.6	938	755	183	19.5			11		

28. Central Workshops, Golden Rock, Southern Railway

This central workshop was set up in 1897 by South Indian Railways at Nagapatnam mainly to cater to the requirement of steam locomotive maintenance. It was shifted to Tiruchchirappalli in 1928 because of its strategic location. This workshop was involved in repairing of Royal Air Force's air planes during World War II.

This workshop when built had state-of-the-art facilities rarely seen in those days. It had its own powerhouse which generated electricity for the workshop and the colony. In fact, Railway colony, Golden Rock was one of the first places to be lit by electrical lights in Tiruchirappalli city those days.

This workshop is primarily engaged in the activities of DSL Loco POH, heritage steam locomotive POH, coaching stock maintenance and wagon manufacturing and other sundry activities.

Feature	
Total Area	200 acres
Covered Area	26 acres

Incentive System followed: CLW Pattern Incentive

GOC CENTRAL WORKSHOP	Strength of SSE, JE, Technicians & Helpers				Employees covered under incentive				Employees covered under PCO Allowance			
	Desg	BOS	On roll	Vac	Vac %	BOS	On roll	Vac	Vac %	BOS	On roll	Vac
SSE	367	251	116	31.6	140	135	5	3.6	4	1	3	75
JE	157	113	44	28.0	61	34	27	44.3	5	1	4	80
Sr.Tech	1097	1028	69	6.3	570	487	83	14.6	2	2	0	0
Tech.I	2099	1095	1004	47.8	1058	471	587	55.5				
Tech.II	327	322	5	1.5	168	185	-17	-10.1				
Tech.III	591	719	-128	-21.7	315	295	20	6.3				
Helper	140	500	-360	-257.1	140	140	0	0.0				
Total	4778	4028	750	15.7	2452	1747	705	28.8	11	4	7	64

BOS for Helper is also taken as BOS & On roll strength for Helpers covered under incentive

South Central Railway

29. Carriage Workshop Lallaguda, South Central Railway

The Carriage Workshop of SCR located at Lallaguda was established in 1893 as the Locomotive, Carriage and Wagon Workshop. When South Central railway carved out on 1966, Lallaguda Workshop went on to become a major workshop of the zone. It continued to be a composite workshop for MG/BG rolling stock till 1973. As a result of phasing out of steam locos, the Workshop took up POH of all types of BG coaches and hence rechristened as "Carriage Workshop" during 1997.

Feature	
Total Area	13.97 hectares.
Covered Area	4.25 hectares.
Number of M&P	500

Incentive System followed: CLW Pattern Incentive

LALAGUDA	Strength of SSE, JE, Technicians & Helpers				Employees covered under incentive				Employees covered under PCO Allowance			
	Desg	BOS	On roll	Vac %	BOS	On roll	Vac	Vac %	BOS	On roll	Vac	Vac %
SSE	171	166	5	2.9	92	88	4	4.3		30	-30	
JE	98	81	17	17.3	46	42	4	8.7		17	-17	
Sr.Tech	658	624	34	5.2	519	454	65	12.5		8	-8	
Tech.I	1319	804	515	39.0	1018	630	388	38.1		48	-48	
Tech.II	207	280	-73	-35.3	160	149	11	6.9		10	-10	
Tech.III	279	334	-55	-19.7	299	259	40	13.4		22	-22	
Helper	313	386	-73	-23.3	212	212	0	0.0		0	0	
Total	3045	2675	370	12.2	2346	1834	512	21.8	0	135	-135	

30. Wagon Workshop, Guntupalli, Vijayawada

This is one of the Premier Workshops and first modern workshop on Indian Railways planned to carry out repairs of different classes of Broad Gauge Wagons. Annual output capacity is 5,500 Vehicle Units approximately.

Feature	
Total area of land acquired	244 Hectares
Total area of the Workshop	120 Hectares
Total area of the colony including allied facilities and future expansion.	124 Hectares
Total covered area of workshop	5.4 Hectares
Total covered area of other buildings (Administrative Office, Transport shed, Hospital, Institute, Stores, etc.)	1.8 Hectares
M& P Items	511

Incentive System followed: Group Incentive System. (No staff is covered under PCO Allowance)

GUNTUAPLLI	Strength of SSE, JE, Technicians & Helpers				Employees covered under incentive			
	Desg	BOS	On roll	Vac %	BOS	On roll	Vac	Vac%
SSE	117	112	5	4.3	161	108	23	14.3
JE	53	32	21	39.6		30		
Sr.Tech	512	499	13	2.5	2450	499	814	32.2
Tech.I	979	463	516	52.7		457		
Tech.II	153	307	-154	-100.7		303		
Tech.III	165	299	-134	-81.2		302		
Helper	178	88	90	50.6		75		
Total	2157	1800	357	16.6	2611	1774	837	32.1

31. Carriage Repair Shop, Tirupathi

The workshop had made a beginning with a monthly outturn of 12 coaches in 1986-87, gradually reached the level of 40 coaches per month in the year 2000-01. With introduction of Group Incentive Scheme in January 2002, the outturn had touched to a level of 60 coaches per month. This was achieved without induction of additional manpower by duly redeploying of existing men. Further, on sanction of additional 390 posts @ 135R, the outturn ultimately reached 85 coaches per month since April 2007, and for the 2017-18 the revised target is fixed as 98 coaches per month + supply of IOH bogies to Divisions. Targeted outturn for 2018-19 is 1176 coaches + IOH bogies of Divisional requirement.

Feature	
Total area of the Workshop	72 Hectares (180 Acres)
Total covered area of workshop	36,000 m ²
Area of service building	18,040 m ²
Township area	70 Hectares (173 Acres)

Incentive System followed: Group Incentive System.

	BOS	ON ROLL	Vac	Vac%
Total staff strength	1691	1404	287	17%
Staff covered under incentive scheme	1308	1007	301	23%

South Eastern Railway

32. Kharagpur Workshop

Kharagpur Workshop was established in 1898. Kharagpur Workshop has evolved and grown over the years to become the largest maintenance workshop of the Indian Railways. It has the unique distinction of being the only Workshop of the Indian Railways which deals with all types of Rolling Stock viz. Coaches, EMUs, MEMUs, DEMUs, SP-ART, SP-ARME, Tower Cars, Diesel Locomotives, Electric Locomotives, Diesel Cranes and Wagons.

Units

Main Workshop	POH of AC/NAC Coach, EMU/MEMU, DEMU, Diesel Loco, Electric Loco, Rail Crane, Tower car, SP-ART, SP-ARME, Manufacturing of Rolling stock components.
DEMU/ Haldia	Furnishing of DEMU rake.
Wagon Shop	POH of Wagon.
Adra Workshop	NPOH of wagon

Workshop at a Glance

Area of Workshop	150.73 Acres, Main workshop: 101.93, Wagon shop: 48.80
Number of shops	55
Covered area	0.32 Sq.KM
Cranage line with gantry	4.10 KM
Track length	87.5 KM. Main workshop: 54.53. Wagon hop: 19.25 Yard line between Main & Wagon shop: 13.72
Road length	24.20 KM. Main workshop: 14.367. Wagon hop: 6.553 Others (STC & Hostels): 3.28
Boundary Wall length	12.96 KM. Main workshop: 4.45. Wagon Shop: 3.60. Others (STC & Hostels): 4.91
M&Ps installed	1154
Staff quarters	4186

Milestones in the History of Kharagpur Workshop

- 1898:** Workshop Established
- 1903:** POH of Steam Locomotives
- 1917:** POH of Coach and Wagons
- 1963:** POH of Diesel Locomotives
- 1985:** POH of Electric Locomotives and EMU
- 2009:** IOH Bogie to Division.
- 2014:** DEMU Factory at Haldia

Incentive System followed: CLW Pattern Incentive

KHARAGPUR	Strength of SSE, JE, Technicians & Helpers				Employees covered under incentive				Employees covered under PCO Allowance			
	Desg	BOS	On roll	Vac	Vac %	BOS	On roll	Vac	Vac %	BOS	On roll	Vac
SSE	617	446	171	27.7	411	311	100	24.3	65	28	37	56.9
JE	267	99	168	62.9	154	40	114	74.0	57	0	57	100.0
Sr.Tech	1955	1709	246	12.6	795	935	-140	-17.6	0	0	0	
Tech.I	3708	2463	1245	33.6	2489	1808	681	27.4	156	85	71	45.5
Tech.II	581	505	76	13.1	1222	454	768	62.8	0	0	0	
Tech.III	896	1027	-131	-14.6	1140	744	396	34.7	0	0	0	
Helper	917	1100	-183	-20.0	700	685	15	2.1	0	0	0	
Total	8941	7349	1592	17.8	6911	4977	1934	28.0	278	113	165	59.4

33. DEMU Manufacturing Unit, Haldia

The factory, set up on an 42.5 acre land with investment of over Rs.110 crore, is scheduled to produce one coach a month. This is the second DMU manufacturing facility for railway coaches after the Integral Coach Factory (ICF). Rolled out its first DEMU rake on 17th October 2015.

South East Central Railway

34. NG & BG Coaching Workshop at Motibagh, Nagpur

Maintenance of NG Diesel Locomotives. Maintenance of BG Diesel Locomotives (WDM2, WDS6, WDM 3A, WDG 3A & WDG4) Maintenance of DEMU (1400 HP & 700 HP) DPCs, TCs & DTCs.

Incentive System followed: No incentive system followed in this workshop

MOTIBAGH (NAGPUR)	Strength of SSE, JE, Technicians & Helpers			
	Desg	BOS	On roll	Vacancy
SSE	37	34	3	8.1
JE	13	3	10	76.9
Sr.Tech	71	57	14	19.7
Tech.I	209	205	4	1.9
Tech.II	76	71	5	6.6
Tech.III	58	46	12	20.7
Helper	25	53	-28	-112.0
Total	489	469	20	4.1

35. Wagon Repair Shop at Raipur

Wagon Repair Shop at Raipur was established way back in 1968 as combined Carriage & Wagon Repair Workshop at Raipur. With time, coaching feed was gradually shifted to KGPW & MCSW and Raipur workshop became exclusively a Wagon Repair Shop with an annual target outturn of 4800 VUs in 2017-18.

Feature	
Total Area	22.2 Sq.km
Covered Area	40,000 Sq.M

Incentive System followed: CLW Pattern Incentive

RAIPUR	Strength of SSE, JE, Technicians & Helpers				Employees covered under incentive				Employees covered under PCO Allowance			
	Desg	BOS	On roll	Vac %	BOS	On roll	Vac	Vac %	BOS	On roll	Vac	Vac %
SSE	68	63	5	7.4	51	47	4	7.8	15	14	1	6.7
JE	28	24	4	14.3	25	16	9	36.0	2	2	0	0.0
Sr.Tech	311	278	33	10.6	284	256	28	9.9	13	12	1	7.7
Tech.I	613	682	-69	-11.3	567	541	26	4.6	19	11	8	42.1
Tech.II	96	94	2	2.1	94	85	9	9.6	8	0	8	100.0
Tech.III	183	155	28	15.3	203	130	73	36.0	4	2	2	50.0
Helper	346	288	58	16.8	257	230	27	10.5	20	14	6	30.0
Total	1645	1584	61	3.7	1481	1305	176	11.9	81	55	26	32.1

South Western Railway

36. Central Workshop, Mysore, South Western Railway

The Railway Workshop at Mysore was established as a base workshop in 1924. A proposal for converting this shop into BG was sanctioned in the year 1992-93 at a cost of Rs.721.12 lakhs. BG coach POH was started in this workshop from August 1994 onwards.

From November 2012 this workshop is carrying out SS-1, SS-2 and SS-3 Schedules for the LHB coaches. MYSS is now equipped to undertake POH of Non AC & AC coaches with capacities to feed the requisite spares not only to the workshop but also to Mysore and Bangalore Divisions. The project of augmentation of POH facilities in order to enhance the out turn of coaches including LHB coaches from 70 to 80 per month at a total cost of Rs 39.22 crores, is also implemented.

The main activities of Mysore Workshop are:

POH of AC Coaches and Non AC Coaches

IOH of AC and Non AC coaches

Shop Schedule 1 (18 months), SS 2 (36 months), SS 3 (72 months) attention of LHB Coaches

Incentive System followed: CLW Pattern Incentive (No PCO Allowance is paid in this workshop)

Mysore Desg	Strength of SSE, JE, Technicians & Helpers				Employees covered under incentive			
	BOS	On roll	Vac	Vac %	BOS	On roll	Vac	Vac %
SSE	124	119	5	4.0		119		
JE	58	25	33	56.9		25		
Sr.Tech	365	353	12	3.3		350		
Tech.I	717	375	342	47.7		365		
Tech.II	111	310	-199	-179.3		309		
Tech.III	253	206	47	18.6		202		
Helper	90	60	30	33.3		60		
Total	1718	1448	270	15.7		1430		

37. Railway Workshop, Hubli, South Western Railway

Incentive System followed: CLW Pattern Incentive

Established in the year 1885. The workshop is now the part of South Western Railway (SWR) which was formed on 1st April 2003. The Hubli workshop thus forms the backbone of SWR for maintenance and repair activities of rolling stock and its components. The workshop commenced manufacture of fabricated UIC bogies for BOX wagons and was later discontinued in 1995 due to phasing out of BOX wagons on Indian Railways and were replaced by technologically superior higher capacity BOXN wagons. In 1990 the workshop commenced manufacture of fabricated bogies for ICF type coaches.

HUBLI Desg	Strength of SSE, JE, Technicians & Helpers				Employees covered under incentive				Employees covered under PCO Allowance			
	BOS	On roll	Vac	Vac %	BOS	On roll	Vac	Vac %	BOS	On roll	Vac	Vac %
SSE	200	168	32	16.0	76	122	-46	-60.5	29	20	9	31.0
JE	98	101	-3	-3.1	152	42	110	72.4	21	12	9	42.9
Sr.Tech	646	626	20	3.1	2781	2228	553	19.9	0	15	-15	0.0
Tech.I	1269	835	434	34.2					90	40	50	55.6
Tech.II	256	234	22	8.6					57	13	44	77.2
Tech.III	342	254	88	25.7					10	63	-53	-530.0
Helper	270	465	-195	-72.2								
Total	3081	2683	398	12.9	3009	2392	617	20.5	207	163	44	0

Western Railway

38. Dahod Loco, Carriage & wagon Workshop, Western Railway

Incentive System followed: CLW Pattern Incentive

Dahod	Strength of SSE, JE, Technicians & Helpers				Employees covered under incentive				Employees covered under PCO Allowance			
	Desg	BOS	On roll	Vac	Vac %	BOS	On roll	Vac	Vac %	BOS	On roll	Vac
SSE	144	125	19	13.2	95	85	10	10.5	49	40	9	18.4
JE	71	45	26	36.6	32	30	2	6.3	25	11	38	77.6
Sr.Tech	369	363	6	1.6	323	316	7	2.2	14	19	6	0.0
Tech.I	724	521	203	28.0	634	488	146	23.0	27	8	6	42.9
Tech.II	114	103	11	9.6	100	92	8	8.0	4	2	25	92.6
Tech.III	212	256	-44	-20.8	173	215	-42	-24.3	8	5	-1	-25.0
Helper	450	342	108	24.0	295	217	78	26.4	9	11	-3	-37.5
Total	2084	1755	329	15.8	1652	1443	209	12.7	136	96	40	29

SSE incentive strength is assumed by deducting SSE/PCO strength from total strength of SSE in Mec & Elec depats

39. Lower Parel, Western Railway

This workshop was originally a Locomotive repair workshop during the British period and came up between the year 1870-76. New Bogie Repair and Lifting Shed and NTL (New Trial Line) Shed were constructed in Lower Parel Shop in 1984. New RAC Shed was constructed in 1993. The workshop undertakes the periodic overhauling of two main types of coaches. The first category of the coach is known as the ICF design coaches. The second category of the coach is the LHB design coaches. They include the General Class coaches, Sleeper class and Air Conditioned coaches. It also undertakes the POH of Milk Tankers of the NDDB (National Dairy Development Board). It also manufactures wheel sets for the workshop divisions as well as the EMU workshop at Mahalaxmi.

Feature	
Total Area	14 hectares.
Covered Area	5500 sq. m

Incentive System followed: CLW Pattern Incentive

LOWER PAREL	Strength of SSE, JE, Technicians & Helpers				Employees covered under incentive				Employees covered under PCO Allowance			
	Desg	BOS	On roll	Vac	Vac %	BOS	On roll	Vac	Vac %	BOS	On roll	Vac
SSE	394	240	154	39.1	161	89	46	28.6	72	53	19	26.4
JE	117	29	88	75.2		26			29	9	20	69.0
Sr.Tech	784	687	97	12.4	763	676	87	11.4	21	11	10	47.6
Tech.I	1548	1195	353	22.8	1924	367	373	19.4	47	31	16	34.0
Tech.II	223	206	17	7.6		232			8	4	4	50.0
Tech.III	429	328	101	23.5		261			7	8	-1	-14.3
Helper	326	421	-95	-29.1	326	421	-95	-29.1	67	89	-22	-32.8
Total	3821	3106	715	18.7	3174	2072	1102	34.7	251	205	46	18.3

40. Mahalaxmi EMU workshop, Western Railway

This EMU workshop is undertaking POH of 1301 EMU coach population. In the year 2016-17 outturn of this workshop was 580 and in the next year outturn increased to 768 coaches.

Proposal for bringing whole workshop under Incentive System

Presently only Mechanical staff of Mahalakshmi workshop are covered under CLW pattern of incentive scheme where as electrical staff are being paid overtime. This existing system affects the synergy between Electrical & Mechanical staff which is affecting outturn.

In the inspection note of Member Rolling Stock during his visit on 10.01.2018, it was proposed that, Western Railway should submit a consolidated proposal for implementing Group Incentive Scheme for the entire workshop at the

earliest to the Railway Board clearly bringing out the likely financial benefits. (Ref: S.N.7 of Inspection Note No.2018/M(W)/509/1 dated 06.02.2018).

Electrical staff strength of Mahalakshmi EMU workshop – No incentive system

Mahalakshmi EMU workshop Electrical Dept	Strength of SSE, JE, Technicians & Helpers of Electrical depart			
	Desg	BOS	On roll	Vacancy
SSE	53	44	9	17.0
JE	26	5	21	80.8
Sr.Tech	122	116	6	4.9
Tech.I	223	146	77	34.5
Tech.II	37	37	0	0.0
Tech.III	64	48	16	25.0
Helper	157	188	-31	-19.7
Total	682	584	98	14.4

Mechanical staff strength of Mahalakshmi EMU workshop – CLW Pattern Incentive

Mahalakshmi EMU workshop Mech Dept	Strength of SSE, JE, Technicians & Helpers of Mechanical depart				
	Desg	BOS	On roll	Vacancy	Vacancy %
SSE			37		
JE					
Sr.Tech					
Tech.I			343		
Tech.II					
Tech.III					
Helper			87		
Total			467		

41. Pratapnagar workshop, Western Railway

The workshop started in 1922 and was associated with the commissioning and overhaul of locos and coaches/wagons. The workshop is spread over 80000 sq m of land. Its main activities include POH of BG milk wagons, BCNHL wagons and NG coaches. Apart from this BG bogies are overhauled and supplied to the divisions for IOH of coaches.

Incentive System followed: CLW Pattern Incentive

PRATAP NAGAR	Strength of SSE, JE, Technicians & Helpers				Employees covered under incentive				Employees covered under PCO Allowance			
	Desg	BOS	On roll	Vac	Vac %	BOS	On roll	Vac	Vac %	BOS	On roll	Vac
SSE	30	28	2	6.7	19	19	0	0.0	11	9	2	18.2
JE	18	14	4	22.2	10	7	3	30.0	6	5	1	16.7
Sr.Tech	79	78	1	1.3	79	75	4	5.1	2	12	-10	-500.0
Tech.I	154	153	1	0.6	154	131	23	14.9	19	9	10	52.6
Tech.II	24	27	-3	-12.5	24	27	-3	-12.5	3	1	2	66.7
Tech.III	45	35	10	22.2	45	34	11	24.4	0	0	0	
Helper	74	75	-1	-1.4	41	38	3	7.3	0	0	0	
Total	424	410	14	3.3	372	331	41	11.0	41	36	5	12.2

42. Bhavnagar

Incentive System followed: No incentive System is followed in this workshop.

BHAVNAGAR	Strength of SSE, JE, Technicians & Helpers			
Desg	BOS	On roll	Vac	Vac%
SSE	50	40	10	20.0
JE	30	18	12	40.0
Sr.Tech	158	113	45	28.5
Tech.I	311	68	243	78.1
Tech.II	49	109	-60	-122.4
Tech.III	92	218	-126	-137.0
Helper	146	90	56	38.4
Total	836	656	180	21.5

West Central Railway

43. Kota Wagon Repair Shop, West Central Railway

Foundation stone of Wagon Repair workshop, Kota was laid in November 1957 and the shop was commissioned in October 1960. The workshop is equipped to undertake POH and ROH of all types of BG wagons operating on Indian Railways. WRS/Kota is the only workshop on Indian Railways which undertakes POH and ROH of LPG wagons viz. BTPGLN and TG. In past, workshop primarily has been doing tank wagons but the trend of feed from 07-08 has changed to wagons like BOXN and BCN/BCNA.

Incentive System followed: CLW Pattern Incentive

KOTA WAGON REPAIR SHOP	Strength of SSE, JE, Technicians & Helpers				Employees covered under incentive				Employees covered under PCO Allowance			
	Desg	BOS	On roll	Vac	Vac %	BOS	On roll	Vac	Vac %	BOS	On roll	Vac
SSE	120	117	3	2.5	74	81	-7	-9.5	44	34	10	22.7
JE	51	46	5	9.8	49	44	5	10.2	0	0	0	
Sr.Tech	409	406	3	0.7	396	390	6	1.5	12	15	-3	-25.0
Tech.I	809	681	128	15.8	777	655	122	15.7	31	25	6	19.4
Tech.II	129	217	-88	-68.2	122	211	-89	-73.0	6	6	0	0.0
Tech.III	238	169	69	29.0	229	161	68	29.7	9	8	1	11.1
Helper	384	399	-15	-3.9	261	277	-16	-6.1	0	0	0	
Total	2140	2035	105	4.9	1908	1819	89	4.7	102	88	14	13.7

44. Coach Rehabilitation Workshop, Bhopal, West Central Railway

The Workshop was started in year 1989 at a project cost of approx Rs.64.97 Cr for Mid Life Rehabilitation (MLR) of Indian Railway Coaches. During MLR entire coach furnishing is stripped off and renovated. The bogie assembly and subassemblies are repaired or reclaimed or replaced as the case may be, based on the service & utility factor. All coaches being turned out are converted to Bogie Mounted Air Brake System. All furnishings have been upgraded to latest RDSO standards. The workshop has been working on group incentive scheme since Oct 2004. Workshop premises are spread over a total area of 401.03 acres including residential areas. Staff colony has 708 quarters. The committed workforce of the workshop has carried out many innovative system improvements over the years including in-house development of RFID based gate attendance & incentive calculation system etc. The shop has outsourced many activities over the years including grit blasting of outer surface of shell, sand blasting of bogie frames, retro fitment of airbrakes, over hauling of air brakes cylinders, screen of coach number printing etc.

Incentive System followed: Group Incentive System.

Coach Rehabilitation WS	Strength of SSE, JE, Technicians & Helpers				Employees covered under incentive				Employees covered under PCO Allowance			
	Desg	BOS	On roll	Vac	Vac %	BOS	On roll	Vac	Vac %	BOS	On roll	Vac
SSE	126	111	15	11.9	202	161	41	20.3	25	18	7	28.0
JE	60	56	4	6.7								
Sr.Tech	399	369	30	7.5	2138	1392	384	18.0	15	11	4	26.7
Tech.I	791	705	86	10.9								
Tech.II	124	129	-5	-4.0								
Tech.III	245	225	20	8.2								
Helper	589	415	174	29.5								
Total	2334	2010	324	13.9	2340	1915	425	18.2	40	33	7	17.5

6. REVISION OF INCENTIVE FOR SIGNAL & TELECOMMUNICATION WORKSHOPS OF INDIAN RAILWAYS

- i. There are seven S&T workshops available in Indian Railways.
- ii. Total Book of Sanction (BOS) for Group C & D staff is 3485 & 'On roll' is 2792 as on 31.03.2018.
- iii. Only three S&T workshops are covered under incentive scheme. All the three S&T workshops are following CLW patter incentive scheme.
- iv. Only 1049 employees (30.1% of BOS) are covered under Incentive system.
- v. Out of three workshops which are following incentive system only two workshops, Mettuguda & Ghaziabad are extending PCO allowance to total 21 staff.
- vi. Staff working in PCO wing of Podanur workshop not given PCO allowance, even though this workshop follow CLW pattern incentive system.

Signal & Telecommunication Workshops of Indian Railways. Book of sanction & 'On Roll' strength Group wise as on 31.03.2018														
S.N	Zone	Station	Group A		Group B		Group C		Helpers / Gr D		Total		Vacancy	
			BOS	On roll	BOS	On roll	BOS	On roll	BOS	On roll	BOS	On roll	Number	%
1	SC	METTUGUDA	1	1	3	3	312	219	43	54	359	277	82	22.8
2	NER	GORAKHPUR	#		#		613	551	103	46	716	597	119	16.6
3	ER	HOWRAH	0	0	0	0	304	217	5	4	309	221	88	28.5
4	SR	PODANUR	1	1	9	7	823	715	38	38	833	723	110	13.2
5	WR	SABARMATI	#		#		253	208	0	1	253	209	44	17.4
6	CR	BYCULLA	1	1	4	4	522	388	101	84	628	477	151	24.0
7	NR	GHAZIABAD	1	1	2	1	289	199	79	68	371	269	102	27.5
Total							3116	2497	369	295	3469	2773	696	20.1

Figures not available

Signal & Telecommunication Workshops of Indian Railways. Book of sanction & 'On Roll' strength of Technical staff as on 31.03.2018														
S.N	Zone	Station	Strength of SSE, JE, Techs& Helpers				Employees covered under incentive				Employees covered under PCO Allo			
			BOS	On roll	Vac	Vac %	BOS	On roll	Vac	Vac %	BOS	On roll	Vac	Vac %
1	SC	METTUGUDA	374	298	76	20.3	233	167	66	28.3	21	12	9	42.9
2	NER	GORAKHPUR	726	597	129	17.8	0	0	0	0	0	0	0	0
3	ER	HOWRAH	311	224	87	28.0	0	0	0	0	0	0	0	0
4	SR	PODANUR	762	640	122	16.0		686		0	0	0	0	0
5	WR	SABARMATI	216	184	32	14.8	0	0		0	0	0	0	0
6	CR	BYCULLA	623	472	151	24.2	0	0	0	0	0	0	0	0
7	NR	GHAZIABAD	335	243	92	27.5	271	196	75	27.7	12	9	3	25.0
Total			3347	2658	689	20.6		1049			33	21	12	36.4

For Podanur Incentive 'On roll' strength only available

6.2.ADDITIONAL EXPENDITURE ON REVISION OF INCENTIVE BONUS FOR S&T WORKSHOPS OF RAILWAYS

“On Roll” strength of staff covered under incentive system in S&T Workshops of Indian Railways – 1,049

Method -1: Incentive rates proposed @ Minimum of 7th CPC basic pay of respective **Pay Level divided by 208** for JE, Technician & Helpers and for SSE 15% of 7th CPC basic pay.

Estimated additional Expenditure per year – Rs.8.05 crore

Desg	Pay Level	* Mean Pay	Mean Pay + 9% DA	Existing incentive rates	Proposed incentive rates	Existing incentive @ 33% earning Rs.	Proposed incentive @ 33% earning Rs.	Difference between existing and proposed incentive	Existing BP+DA+ Incentive	Proposed BP+DA+ Incentive	Difference between existing and proposed BP+DA+ Incentive	%	On roll Staff covered under incentive in S&T WS	Additional Expense per month Rs. In Cr
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)
SSE	7	78800	85892	15% of BP	15% of BP	5501	11820	6320	91393	97712	6320	6.9	48	0.030
JE	6	62200	67798	49.65	170	2753	9425	6672	70551	74470	3920	5.6	22	0.009
Sr. Tech	6	62200	67798	49.65	170	3441	11781	8340	71239	79579	8340	11.7	227	0.189
Tech Gr-I	5	51100	55699	43.3	140	3001	9702	6701	58700	65401	6701	11.4	446	0.299
Tech Gr-II	4	44800	48832	38.5	123	2668	8524	5856	51500	57356	5856	11.4	70	0.041
Tech. Gr-III	2	35000	38150	32.2	96	2231	6653	4421	40381	44803	4421	10.9	131	0.058
Sub total													944	0.626
Helpers	1	31500	34335	25.45	87	1764	6029	4265	36099	40364	4265	11.8	105	0.045
G. Total													1049	0.671
Additional expenditure per year on account of incentive revision in S&T workshops														8.05

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

For SSE existing incentive is calculated 15% of 6th CPC basic pay Rs.36670

Method -2: Incentive rates proposed @ Minimum of 7th CPC basic pay of respective Pay Level divided by **208 factored by 0.8** for JE, Technician & Helpers and for SSE 12% of 7th CPC basic pay.

Estimated additional Expenditure per year – Rs. 5.68 Crore

Desg	Pay Level	* Mean Pay	Mean Pay + 9% DA	Existing incentive rates	Proposed incentive rates	Existing incentive @ 33% earning Rs.	Proposed incentive @ 33% earning Rs.	Difference between existing and proposed incentive	Existing BP+DA+ Incentive	Proposed BP+DA+ Incentive	Difference between existing and proposed BP+DA+ Incentive	%	On roll Staff covered under incentive in S&T WS	Additional Expense per month Rs. In Cr
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)
SSE	7	78800	85892	15% of BP	12% of BP	5501	9456	3956	91393	95348	3956	4.3	48	0.019
JE	6	62200	67798	49.65	136	2753	7540	4787	70551	72585	2035	2.9	22	0.004
Sr. Tech	6	62200	67798	49.65	136	3441	9425	5984	71239	77223	5984	8.4	227	0.136
Tech Gr-I	5	51100	55699	43.3	112	3001	7762	4761	58700	63461	4761	8.1	446	0.212
Tech Gr-II	4	44800	48832	38.5	98	2668	6819	4151	51500	55651	4151	8.1	70	0.029
Tech. Gr-III	2	35000	38150	32.2	77	2231	5322	3091	40381	43472	3091	7.7	131	0.040
Sub total													944	0.441
Helpers	1	31500	34335	25.45	70	1764	4823	3060	36099	39158	3060	8.5	105	0.032
G. Total													1049	0.473
Additional expenditure per year on account of incentive revision in S&T workshops														5.68

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

For SSE existing incentive is calculated 15% of 6th CPC basic pay Rs.36670

**6.A. BASIC STATISTICS OF
SIGNAL & TELECOMMUNICATION WORKSHOPS OF INDIAN RAILWAYS**

1. METTUGUDA S&T WORKSHOP, SC.Rly

Incentive System followed: CLW Pattern Incentive

METTUGUDA S&T	Strength of SSE, JE, Technicians & Helpers				Employees covered under incentive				Employees covered under PCO Allowance			
	Desg	BOS	On roll	Vac	Vac %	BOS	On roll	Vac	Vac %	BOS	On roll	Vac
SSE	24	23	1	4.2	22	21	1	4.5	2	2	0	0.0
JE	12	5	7	58.3	11	8	3	27.3	2	1	1	50.0
Sr.Tech	93	80	13	14.0	71	57	14	19.7	0	0	0	
Tech.I	153	100	53	34.6	99	71	28	28.3	8	8	0	0.0
Tech.II	26	18	8	30.8	25	9	16	64.0	9	1	8	88.9
Tech.III	23	18	5	21.7	10	7	3	30.0	0	0	0	
Helper	43	54	-11	-25.6	15	15	0	0.0	0	0	0	
Total	374	298	76	20.3	253	188	65	25.7	21	12	9	42.9

2. Gorakhpur Signal workshop, NE.Rly

No Incentive system followed in this workshop

GORAKHPUR SWS	Strength of SSE, JE, Technicians & Helpers			
	Desg	BOS	On roll	Vacancy
SSE	54	54	0	0.0
JE	30	30	0	0.0
Sr.Tech	150	148	2	1.3
Tech.I	293	187	106	36.2
Tech.II	46	38	8	17.4
Tech.III	50	94	-44	-88.0
Helper	103	46	57	55.3
Total	726	597	129	17.8

3. Howrah Signal Workshop

No Incentive system followed in this workshop

HOWRAH SWS	Strength of SSE, JE, Technicians & Helpers			
	Desg	BOS	On roll	Vacancy
SSE	28	12	16	57.1
JE	7	0	7	100.0
Sr.Tech	93	76	17	18.3
Tech.I	155	122	33	21.3
Tech.II	10	6	4	40.0
Tech.III	13	4	9	69.2
Helper	5	4	1	20.0
Total	311	224	87	28.0

4. Podanur S&T Workshops, Southern Railway

Incentive System followed: CLW Pattern Incentive

Available cadre PCO staff are not covered under PCO allowance

PODANUR	Strength of SSE, JE, Technicians & Helpers				Employees covered under incentive			
	BOS	On roll	Vac	Vac %	BOS	On roll	Vac	Vac %
SSE	72	58	14	19.4		25		
JE	36	33	3	8.3				
Sr.Tech	173	162	11	6.4				
Tech.I	338	174	164	48.5				
Tech.II	55	106	-51	-92.7				
Tech.III	50	69	-19	-38.0				
Helper	38	38	0	0.0				661
Total	762	640	122	16.0				686

Helper On roll strength only available. BOS is assumed equal to On roll

5. Sabarmati Signal Workshop, Western Railway

No Incentive system followed in this workshop

SABARMATI S&T	Strength of SSE, JE, Technicians & Helpers			
	BOS	On roll	Vacancy	Vacancy %
SSE	8	6	2	25.0
JE	4	3	1	25.0
Sr.Tech	47	45	2	4.3
Tech.I	86	53	33	38.4
Tech.II	15	10	5	33.3
Tech.III	26	26	0	0.0
Helper	2	1	1	50.0
Total	188	144	44	23.4

6. Byculla S&T Workshop

No Incentive system followed in this workshop

BYCULLA S&T	Strength of SSE, JE, Technicians & Helpers			
	BOS	On roll	Vacancy	Vacancy %
SSE	26	26	0	0.0
JE	8	5	3	37.5
Sr.Tech				
Tech.I	184	118	3	9.7
Tech.II	31	28	7	13.7
Tech.III	51	44	7	9.1
Helper	77	67	10	13.0
Total	377	288	89	23.6

Strength of Sr.Tech not available

7. Ghaziabad Signal Workshop

Incentive System followed: CLW Pattern Incentive

GHAZIABAD S&T	Strength of SSE, JE, Technicians & Helpers				Employees covered under incentive				Employees covered under PCO Allowance			
	Desg	BOS	On roll	Vac	Vac %	BOS	On roll	Vac	Vac %	BOS	On roll	Vac
SSE	21	19	2	9.5	10	10	0	0	9	7	2	22.2
JE	11	8	3	27.3	7	6	1	14.3	3	2	1	33.3
Sr.Tech	65	46	19	29.2	56	41	15	26.8	0	0		
Tech.I	124	53	71	57.3	115	47	68	59.1	0	0		
Tech.II	15	26	-11	-73.3	14	22	-8	-57.1	0	0		
Tech.III	27	30	-3	-11.1	24	27	-3	-12.5	0	0		
Helper	72	61	11	15.3	45	43	2	4.4	0	0		
Total	335	243	92	27.5	271	196	75	27.7	12	9	3	25.0

7. REVISION OF INCENTIVE FOR ENGINEERING WORKSHOPS OF INDIAN RAILWAYS

1. There are ten engineering workshops available in Indian Railways.
2. Total Book of Sanction (BOS) for Group C & D staff in Technical cadre is 6416 & 'On roll' is 4578 as on 31.03.2018. Information regarding New Bongaigaon workshop is not available.
3. None of these workshops are covered under Incentive scheme.
4. **Reintroduction of Incentive System in Engineering Workshop Arrakkonam, Southern Railway:** This workshop having technical staff BOS 680 and 'on roll' strength 415 was following CLW pattern incentive system. Incentive system was discontinued in the year 2013 when manufacture of points and crossings were scaled down. Two years later productions of Bridge Girders and point & crossings were stabilised. Hence Incentive System may please be reintroduced in this workshop.
5. All these Engineering workshops may please be brought under incentive system.

Engineering Workshops of Indian Railways.														
Book of sanction & 'On Roll' strength Group wise as on 31.03.2018														
			Group A		Group B		Group C		Helpers Group D		Total		Vacancy	
			BOS	On roll	BOS	On roll	BOS	On roll	BOS	On roll	BOS	On roll	Nos	%
1	CR	Manmad	3	3	2	2	781	661	224	169	1010	835	175	17.3
2	WR	Sabarmati	1	1	6	5	446	391	272	248	725	645	80	11.0
3	SR	Arakkonam	1	1	6	5	746	458	15	6	768	470	298	38.8
4	NR	Lucknow	#				327	218	188	105	515	323	192	37.3
5	NR	Jalandar Cant	#				480	287	320	171	800	458	342	42.8
6	NER	Gorakpur Cant	#		3	3	188	99	198	106	159	123	36	22.6
7	NFR	New Bongaigaon	#											
8	ECR	Mughalsarai	3	3	8	8	1024	725	485	329	1520	1065	455	29.9
9	SER	Sini	1	1	2	2	395	249	70	138	468	390	78	16.7
10	SCR	Lallaguda	#				187	151	34	33	221	184	37	16.7
Total							4574	3239	1806	1305	6416	4578	1838	28.6

Information not available. Full information about New Bongaigaon workshop is not available.

For S.N. 4, 5 & 6 only Technical Staff strength is available from SSE to helpers.

Engineering Workshops of Indian Railways.						
Book of sanction & 'On Roll' strength of Technical staff as on 31.03.2018						
S.N	Zonal	Station	Strength of SSE, JE, Technicians & Helpers			
			BOS	On roll	Vacancy	Vacancy %
1	CR	Manmad	869	701	168	19.3
2	WR	Sabarmati	647	577	70	10.8
3	SR	Arakkonam	680	415	265	39.0
4	NR	Lucknow	515	291	224	43.5
5	NR	Jalandar Cant	800	458	342	42.8
6	NER	Gorakpur Cant	159	123	36	22.6
7	NFR	New Bongaigaon	#			
8	ECR	Mughalsarai	1218	854	364	29.9
9	SER	Sini	439	367	72	16.4
10	SCR	Lallaguda	209	174	35	16.7
Total			5536	3960	1576	28.5
# Information not available						

7.A. BASIC STATISTICS OF ENGINEERING WORKSHOPS OF INDIAN RAILWAYS

1. Engineering Workshop, Manmad, Central Railway

MANMAD	Strength of SSE, JE, Technicians & Helpers			
Designation	BOS	On roll	Vacancy	Vacancy %
SSE	44	35	9	20.5
JE	19	17	2	10.5
Sr.Tech	171	158	13	7.6
Tech.I	330	215	115	34.8
Tech.II	50	47	3	6.0
Tech.III	55	99	-44	-80.0
Helper	200	130	70	35.0
Total	869	701	168	19.3

2. Engineering Workshop, Sabarmati, Western Railway

SABARMATI	Strength of SSE, JE, Technicians & Helpers			
Designation	BOS	On roll	Vacancy	Vacancy %
SSE	41	38	3	7.3
JE	15	13	2	13.3
Sr.Tech	86	73	13	15.1
Tech.I	157	102	55	35.0
Tech.II	29	51	-22	-75.9
Tech.III	60	64	-4	-6.7
Helper	259	236	23	8.9
Total	647	577	70	10.8

3. Engineering Workshop, Arakkonam, Southern Railway

ARAKKONAM	Strength of SSE, JE, Technicians & Helpers			
Designation	BOS	On roll	Vacancy	Vacancy %
SSE	43	36	7	16.3
JE	7	2	5	71.4
Sr.Tech	182	167	15	8.2
Tech.I	356	190	166	46.6
Tech.II	51	8	43	84.3
Tech.III	38	10	28	73.7
Helper	3	2	1	33.3
Total	680	415	265	39.0

Reintroduction of Incentive system in Engineering Workshop Arakkonam

This workshop having technical staff BOS 680 and 'on roll' strength 415 was following CLW pattern incentive system. Incentive system was discontinued in the year 2013 when manufacture of points and crossings were scaled down. Two years later productions of Bridge Girders and point & crossings were stabilised. Hence Incentive System may please be reintroduced in this workshop.

Method -1: Incentive rates proposed @ Minimum of 7th CPC basic pay of respective Pay Level divided by 208 for JE, Technician & Helpers and for SSE 15% of 7th CPC basic pay.

Estimated additional Expenditure per year – Rs. 8.25 crore.

Desg	Pay Level	* Mean Pay	Mean Pay + 9% DA	Staff Strength	Proposed incentive rates	Proposed incentive @ 33% earning Rs.	Additional Expenditure in Crs
SSE	7	78800	85892	43	15% BP	11820	0.051
JE	6	62200	67798	7	170	9425	0.007
Sr. Tech	6	62200	67798	182	170	11781	0.214
Tech Gr-I	5	51100	55699	356	140	9702	0.345
Tech Gr-II	4	44800	48832	51	123	8524	0.043
Tech. Gr-III	2	35000	38150	38	96	6653	0.025
Helpers	1	31500	34335	3	87	6029	0.002
Total				680			0.688
Additional expenditure per year for reintroduction of incentive in EWS/AJJ/SR							8.25 Crs

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

For SSE existing incentive is calculated 15% of 6th CPC basic pay Rs.36670

Method -2: Incentive rates proposed @ Minimum of 7th CPC basic pay of respective Pay Level divided by 208 factored by 0.8 for JE, Technician & Helpers and for SSE 12% of 7th CPC basic pay.

Estimated additional Expenditure per year – Rs.6.61 Crs

Desg	Pay Level	* Mean Pay	Mean Pay + 9% DA	Staff Strength	Proposed incentive rates	Proposed incentive @ 33% earning Rs.	Additional Expenditure in Crs
SSE	7	78800	85892	43	12% BP	9456	0.041
JE	6	62200	67798	7	136	7543	0.005
Sr. Tech	6	62200	67798	182	136	9429	0.172
Tech Gr-I	5	51100	55699	356	112	7765	0.276
Tech Gr-II	4	44800	48832	51	98	6822	0.035
Tech. Gr-III	2	35000	38150	38	77	5325	0.020
Helpers	1	31500	34335	3			0.549
Total				680	70	4825	0.001
Additional expenditure per year for reintroduction of incentive in EWS/AJJ/SR							6.61 Crs

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

For SSE existing incentive is calculated 15% of 6th CPC basic pay Rs.36670

4. Bridge Workshop, Lucknow, Northern Railway

LUCKNOW	Strength of SSE, JE, Technicians & Helpers			
	Designation	BOS	On roll	Vacancy
SSE	19	13	6	31.6
JE	6	3	3	50.0
Sr.Tech	79	42	37	46.8
Tech.I	154	34	120	77.9
Tech.II	24	53	-29	-120.8
Tech.III	45	73	-28	-62.2
Helper	188	105	83	44.1
Total	515	323	192	37.3

5. Bridge Workshop, Jalandhar, Northern Railway

JALANDHAR	Strength of SSE, JE, Technicians & Helpers			
Designation	BOS	On roll	Vacancy	Vacancy %
SSE	17	15	2	11.8
JE	12	2	10	83.3
Sr.Tech	119	74	45	37.8
Tech.I	231	94	137	59.3
Tech.II	35	68	-33	-94.3
Tech.III	66	34	32	48.5
Helper	320	171	149	46.6
Total	800	458	342	42.8

6. Bridge workshop, Gorakpur, North East Railway.

GORAKPUR	Strength of SSE, JE, Technicians & Helpers			
Designation	BOS	On roll	Vacancy	Vacancy %
SSE	17	12	5	29.4
JE	6	3	3	50.0
Sr.Tech	30	24	6	20.0
Tech.I	77	15	62	80.5
Tech.II	34	1	33	97.1
Tech.III	24	44	-20	-83.3
Helper	198	106	92	46.5
Total	386	205	181	46.9

7. New Bongaigaon Workshop, Northeast Frontier Railways

Information about this workshop is not available.

8. Plant Depot, Mughalsari, Northern Railways

MUGHALSARI	Strength of SSE, JE, Technicians & Helpers			
Designation	BOS	On roll	Vacancy	Vacancy %
SSE	183	122	61	33.3
JE	79	34	45	57.0
Sr.Tech	161	127	34	21.1
Tech.I	342	197	145	42.4
Tech.II	94	113	-19	-20.2
Tech.III	105	84	21	20.0
Helper	254	177	77	30.3
Total	1218	854	364	29.9

9. Engineering Workshop, Sini, South Eastern Railway

SINI	Strength of SSE, JE, Technicians & Helpers			
Designation	BOS	On roll	Vacancy	Vacancy %
SSE	32	23	9	28.1
JE	13	7	6	46.2
Sr.Tech	84	74	10	11.9
Tech.I	163	91	72	44.2
Tech.II	30	26	4	13.3
Tech.III	51	11	40	78.4
Helper	66	135	-69	-104.5
Total	439	367	72	16.4

10. Engineering Workshop, Lallaguda, SC.Railway

LALLAGUDA	Strength of SSE, JE, Technicians & Helpers			
Designation	BOS	On roll	Vacancy	Vacancy %
SSE	12	11	1	8.3
JE	6	4	2	33.3
Sr.Tech	40	38	2	5.0
Tech.I	80	50	30	37.5
Tech.II	15	26	-11	-73.3
Tech.III	23	13	10	43.5
Helper	33	32	1	3.0
Total	209	174	35	16.7

8. PROPOSALS FOR REVISION OF INCENTIVE RATES IN A NUT SHELL

8.1. Proposals for existing staff covered under incentive system

- a) Revised rates of Incentive Bonus be fixed as per revised Pay Levels of 7th CPC on the basis of minimum of pay scales divided by 208 standard hours in a month in Railway Workshops & Production Units;
- b) (or) Incentive rates fixed on the basis of minimum of pay scales divided by 208 may be factored by 0.8, so that cost of implementation of revision of incentive may be reduced.
- c) Revised Bonus Factor under GIS be fixed at Minimum of 7th CPC Pay Levels, (or) it may be factored by 0.8.

d) Existing & Proposed Hourly Rates of Incentive Bonus under CRJ Pattern & Bonus Factor under GIS

Designation	7 th CPC Pay Level in Pay Matrix Rs.	7 th CPC Minimum Pay in Pay Level Rs.	Existing		Proposed	
			Hourly Rate in CRJ pattern Rs.	Bonus Factor in GIS Rs.	Hourly Rate of Incentive in CRJ pattern Min Pay in Pay Level/208 Rs.	Bonus Factor in GIS Min Pay in Pay Level Rs.
Senior Section Engineer	Pay Level-7	44900	15% of BP	15% of BP	216	44900
Junior Engineer	Pay Level-6	35400	49.65	13440	170	35400
Sr. Technician	Pay level-6	35400	49.65	13440	170	35400
Technician Gr-I	Pay Level-5	29200	43.30	11700	140	29200
Technician Gr-II	Pay Level-4	25500	38.50	10400	123	25500
Technician. Gr-III	Pay Level-2	19900	32.20	7930	96	19900
Helper	Pay Level-1	18000	25.45	6760	87	18000

- e) Revised Hourly Rates of Incentive Bonus and Revised Bonus Factor under GIS as per Pay Levels of 7th CPC from the date of effect of Seventh Pay Commissions (w.e.f. 01.01.2016);
- f) Raising of existing rate of Incentive & Bonus Factor of SSE from 15%.
- g) OR SSE may be brought under direct incentive – (to compensate for loss of take-home-Pay on promotion or Posting as SSE).
- h) No reduction of allowed time & staff on account of revision of incentive rates.
- i) Cost of implementation of revision of incentive

	'On roll' strength of staff covered under incentive scheme	Additional cost per year for revision of Incentive rates @ minimum pay divided by 208 & SSE paid incentive 15% of basic pay. Rs. In crore	Additional cost per year for revision of Incentive rates @ minimum pay divided by 208, factored by 0.8. & SSE paid incentive 12% of basic pay. Rs. In crore
Production units	25117	185.64	129.59
Mechanical Workshops	77200	570.59	398.30
S&T workshops	1049	8.05	5.68
Engineering workshops	NIL	NIL	NIL
Total	1,03,366	764.28	533.57

8.2. Introduction of incentive system in Modern Coach Factory, Rebareli.

8.3. Proposals for left out staff working in PUs & Mechanical Workshops, not covered under incentive system.

In some of the Mechanical Workshops & PUs which are following Incentive System, part of Technical Staff are not covered under incentive. This scenario affects the synergy among the shops affecting the outturn. To manage the man power requirement in non incentive shops, over time is being extended in some workshops. All the left out technical staff of PUs & Workshops may be brought into incentive system. One such example is explained for Mahalakshmi workshop of Western Railway in S.N. 40 of Mechanical workshops.

8.4. **Reintroduction of Incentive system in Engineering Workshop of Southern Railway, Arakkonam.** Explained in S.N.3 of Engineering workshops.

8.5. Introduction of incentive system in all other left out workshops.

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GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(Railway Board)

No.PC-V/2004/A/DA/1/Incentive.

New Delhi, dated 23.6.2005.

OFFICE MEMORANDUM

Sub : Merger of 50% of Dearness Allowance (DA)/
Dearness Relief (DR) with Basic Pay/Pension to
Central Govt. Employees--Calculation of hourly
Rates of incentive Bonus on the Railways.

Ministry of Finance (Department of Expenditure), vide their OM No.105/1/2004-IC dated 01.03.04 had issued instructions converting dearness allowance equal to 50% of the existing basic pay as Dearness Pay (DP) w.e.f.01.04.2004. In the NC/JCM Meeting held on 28.05.2005, the staff side vide Item No.09/05/NC-44 had demanded that all the allowances, such as Hill Compensatory Allowance, Special Compensatory Allowance, Incentive Bonus, etc. should be paid taking basic pay and dearness pay into account and the quantum of all advances also be enhanced accordingly.

2. The Ministry of Railways would like to bring to the notice of the Ministry of Finance that the hourly rates of Incentive Bonus applicable in the Railway Workshops and Production Units operating incentive scheme are arrived at by dividing the minimum of the scale of pay by 208 hours (monthly hours of work). These rates were last revised in the year 1999 taking into account the revision in the scales of pay (copy of the same is attached for perusal). As is evident, the said rate has no relevance to the actual basic pay drawn by individual employees and is payable at a flat rate to all eligible employees in that particular scale of pay. This Ministry, therefore, do not find any justification in the Staff side demand to take into account dearness pay for computing the rates of this allowance.

3. Further, there are a number of allowances at present which have linkage to the scale of pay or the quantum of which is decided by pay slabs, such as Transport Allowance, Compensatory (City) Allowance, etc. Reckoning of dearness pay for working out hourly rates of Incentive Bonus, as has been demanded by the Staff side, would imply that the scales of pay itself have been revised, the inference of which would be that dearness pay is to be counted for each and every purpose, irrespective of whether the same is based on basic pay or scale of pay or pay slab. There are a number of allowances on the Railways such

PMS

as Composite Hill Compensatory Allowance, Bad Climate Allowance, Tribal Area Allowance, etc. where demand can be raised for similar treatment. Financial implications of such a course of action would be huge and unwarranted.

4. In view of the foregoing, Ministry of Finance are requested to advise whether dearness pay can be reckoned for the purpose of computation of hourly rates of incentive bonus.

P.K. Goel
22/6/05

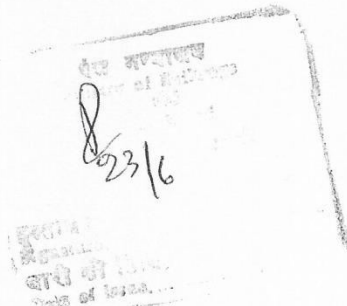
(P.K. GOEL)

Director, Pay Commission,
Railway Board.
Ph.No.23384485.

Ministry of Finance, (Attn : Shri Manoj Joshi, OSD/IC)
Department of Expenditure,
North Block,
New Delhi.

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S No 27

GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)



No.PC-V/2004/A/DA/1/Incentive.

OFFICE MEMORANDUM

Sub : Merger of 50% of Dearness Allowance (DA)/Dearness Relief (DR) with Basic Pay/Pension to Central Govt. Employees--Calculation of hourly Rates of Incentive Bonus on the Railways.

The undersigned is directed to invite reference to this office O.M. of even number dated 23.6.05 on the above subject (copy enclosed).

In order to make the proposal contained in OM ibid more clear, it is mentioned that the rate of Hourly Incentive Bonus is calculated by multiplying the minimum basic pay of a particular scale by 0.0048, i.e., the minimum basic pay divided by 208 (monthly hours of work). It would be worth mentioning here that the Hourly Rate of Incentive Bonus remains constant for persons in a particular pay scale irrespective of the basic pay drawn by an employee in that scale. In other words, the Hourly Rate of Incentive Bonus was 0.0048 times of the minimum basic pay of a relevant scale upto 31.03.2004. Since DA up to 50% of basic pay has now been merged with basic pay, the minimum basic pay of persons relevant to a scale prior to 31.03. 2004 stands now substituted with 1.5 times of erstwhile minimum basic pay of persons relevant to a scale w.e.f. 01. 04. 2004.

Accordingly, it is presumed that the hourly rate of incentive bonus may now be calculated by dividing 1.5 times of minimum basic pay of a relevant grade by 208 (monthly hours of work).

Presumption made above may, however, be confirmed in the light of discussions which centered around this issue in the NC/JCM meeting held on 28.05.2005 wherein Secretary, Department of Expenditure advised that clarification, if sought by any Ministry on this issue, will be given. Federations are pressing hard for an early decision in this matter.

Encl: As above.

P.K. Goel
19/7/05

(P.K. GOEL)
Director, Pay Commission,
Railway Board.
Ph.No.23384485.

Ministry of Finance, (Attn : Shri Manoj Joshi, OSD/IC)
Department of Expenditure,
North Block,
New Delhi.

Reference preceding O.M. dt. 19.7.05 - S No 25

2. The presumption at 'A' above is based on wrong notion that DA equal to 50% of basic pay has been merged with the basic pay. This is not correct. Actually D.A. equal to 50% of basic pay has been converted into Dearness Pay which is to be counted as pay for various purposes. Thus 'A' above cannot be derived as a natural corollary to the orders converting D.A. equal to 50% of the Basic Pay as Dearness Pay. M/o Railways may take further action accordingly.

(MANOJ JOSHI)
Officer on Special Duty
Ministry of Finance

1 this for records.

S. No. 35

GOVERNMENT OF INDIA/भारत सरकार
MINISTRY OF RAILWAYS/रेल मंत्रालय
(Railway Board)

No. PC-V/2004/A/DA/1/Incentive

New Delhi, dated 30-03-2006

OFFICE MEMORANDUM

Sub:- Impact of merger of DA (equal to 50% of Basic Pay) with Basic Pay on calculation of hourly rates of Incentive Bonus on the Railways.

Ministry of Finance (Department of Expenditure vide their OM No.105/1.2004-IC dated 01-03-04 had issued instructions converting dearness allowance equal to 50% of the existing basic pay as Dearness Pay(DP) w.e.f. 01-04-2004. In the NC/JCM Meeting held on 28-05-2005, the staff side vide Item No.09/05/NC-44 had demanded that all the allowances, such as Hill Compensatory Allowance, Special Compensatory Allowance, Incentive Bonus, etc. should be paid taking basic pay and dearness pay into account. Accordingly, references were made to MOF seeking their clarification whether dearness pay can be reckoned for the purpose of computation of hourly rates of incentive bonus vide O.M of even number dated 23-6-2005 and 19-7-2005 (Copies enclosed).

Allowances are linked to either basic pay or pay scale/ pay range. Consequent upon emergence of dearness pay, allowances such as DA, HRA, etc., which are expressed as percentages of basic pay of the individual employee registered enhancement. On the other hand Incentive Allowance, whose method of calculation has been amplified in Ministry of Railways O.M. dated 19/7/05 (Copy enclosed), is linked to pay scale and has not undergone any change as dearness pay does not have any bearing on pay scale. This is similar in nature to Transport Allowance. Incentive payout to an individual in a particular category is determined by a fixed quantum of hourly rates of incentive applicable for that category and which in turn has direct linkage with the pay scale of the same category. However, in pursuance of the minutes of the Meeting of Standing Committee of NC-JCM held on 15-2-2006 relating to item No.7(b), the matter is referred to Ministry of Finance to review their decision conveyed vide their communication dated 26-7-2005.

Encl.: As above

P.K. Goel
30/3/2006
(P.K. Goel)
Director, Pay Commission
Railway Board
Ph. No. 23384485

Ministry of Finance, (Kind Attn.:- Shri Manoj Joshi, OSD/IC)
Department of Expenditure,
North Block,
New Delhi.



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1.2.3)

S No 28

F.No.83/2/2006-IC
Government of India
Ministry of Finance
Department of Expenditure
(Implementation Cell)

New Delhi dated the 4th May, 2006

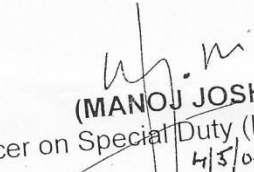
OFFICE MEMORANDUM

Subject: Counting of DP for the purpose of calculation of hourly rates of incentive bonus subsequent to issue of orders regarding merger of 50% DA as DP with effect from 1.4.2004.

S No 12

The undersigned is directed to invite a reference to the Ministry of Railways communication NO.PC-V/2004/A/DA/1/Incentive dated the 30th March, 2006 on the subject cited above seeking views of this Department with regard to counting of DP for the purpose of calculation of hourly rates of incentive bonus subsequent to issue of orders regarding merger of 50% DA as DP with effect from 1.4.2004. The issue has been considered and it is clarified that as the hourly rates of incentive bonus in Railways is paid with reference to the minimum of the pay scale, there is no rationale for its enhancement as the same is necessarily linked to the pay scale and merger of 50% DA as DP with effect from 1.4.2004 can not be construed as Revision of Pay Scales in any manner. 1

This issues with the approval of JS(Pers).


(MANOJ JOSHI)
Officer on Special Duty (IC)
4/5/06

Shri P.K. Goel,
Director, Pay Commission,
Ministry of Railways,
Rail Bhawan,
New Delhi.

5.1.2


Inspection note of Shri Ravindra Gupta, Member Rolling Stock/Railway Board at EMU Workshop, Mahalaxmi on 10/01/2018

S.No.	Item	Action
1.0	<u>Outturn</u> Outturn of MX shop was reviewed till Dec.2017 MX shop has turned out 558 coaches as against target of 576 units, which is higher by 10.06% as compared to last year's outturn of 507 coaches for the same period but less by 18 units compared to the target. Target must be achieved.	CME-WR
2.0	<u>Schaku Coupler Section</u>	
2.1	Schaku Coupler section has got 5s certification . Flooring of Schaku coupler shall be improved by epoxy flooring.	CME-WR
2.2	Schaku couplers are being overhauled during every POH of 18 months and 9 hardware items including polymide bush are being replaced as per maintenance manuals of M/S Escorts. It may be examined whether overhauling can be done at every alternate POH in place of every POH.	CME-WR CME-CR ED PS&EMU
2.3	Natural light availability is poor in the shop. It should be improved in such a manner that no artificial light should be needed during the day.	CME-WR
3.0	<u>Traction Motor Section</u>	
3.1	Traction Motor section has also got 5S certification. Flooring of the section has been replaced by epoxy flooring which has improved the overall working condition of section. There is a need to further improve the housekeeping which is not at par with 5S.	CME-WR
3.2	Traction motor test bench for back to back test of TDK Motors is occupying lot of space and it is not in use. It should be removed and disposed off quickly.	CME-WR
3.3	Presently Traction motors are being cleaned with forced air. Steam jet cleaning shall also be explored.	CME-WR
3.4	Large numbers of TDK motors were lying on shop floor. Overall requirement of unit spares requires to be reviewed and surplus traction motors shall be disposed off.	CME-WR

3.5	Inauguration of E-Library of Traction Motor section – This library is mainly having details of specifications, drawings, RDSO SMI etc. It would be advisable to have a bigger touch screen kiosk outside the library in place of the existing arrangements made inside the room, for free access to staff.	CME-WR
3.6	Traction motor section is having 02 Nos. Electric ovens and both are temperature controlled and thermostats are being calibrated regularly.	CME-WR
4.0	<u>Auxilliary Section</u>	
4.1	Auxiliary section This section is undertakaing maintenance of compressor, Pantograph and other motors. Inspected Pantograph of Shunk make for its special functions such as ADD (Auto Drop Device) and ODD (Out of Drop Device). All Pantographs of 3 Phase EMU rakes are being tested after overhauling.	CME-WR
4.2	On Western Railway, 3 Phase EMU rakes are equipped with Compressors of M/s. Knorr Bremse. ICF has provided ELGI make Compressors on newly commissioned AC EMU rake (7001-7004). It was explained that both compressors are not inter changeable. Interchangeability needs to be ensured in design.	CME-ICF ED/Carri age/ RDSO
4.3	VCB - Vaccum Circuit Breaker is overhauled in every 18 months i.e. during POH. All VCBs are being tested for air leakage and H.V. testing. In current year failure of VCB is reportedly NIL.	CME-WR
5.0	<u>Pneumatic Section</u>	
5.1	Pneumatic section – Pneumatic brake valves area being tested during every POH. Test benches are yet to be planned and same should be expedited.	CME-WR
6.0	<u>Bogie Section</u>	
6.1	Bombardier Motor Coach No. 5187B - (DOC 04.08.2016) was received on 10/11/2017 and is reportedly having problem of biased wheel wear on Churchgate end bogie resulting in condemnation of wheel in one year. The root cause of wear is the dimensional variation of 10 mm between the east side and west side bearer. ICF team was doing the repair at MX. In all 5 coaches are having this problem out of which one has been repaired so far. It is a case of bad	CME-ICF

	workmanship during manufacture for which responsibility should be fixed by CME-ICF.	
7.0	<p><u>Sanction of Incentive Scheme</u></p> <p>Presently Mechanical staff are governed by CLW pattern incentive scheme where as Electrical staff are being paid overtime. This existing system affects the synergy between Electrical and Mechanical staff which is affecting outturn.</p> <p>WR should submit a consolidated proposal for implementing Group Incentive scheme for the entire Workshop at the earliest to Railway Board clearly bringing out the likely financial benefits.</p>	GM/WR
8.0	<u>Others</u>	
8.1	Mahalaxmi Workshop has commissioned Biometric attendance system for all workshop staff including ministerial in Dec.2017.	
9.0	<p><u>Interaction with Union</u></p> <p>Representatives of Trade Unions met and handed over their memorandum.</p>	EDME(W))
10.0	<p><u>Award</u></p> <p>An Award of Rs. 25000/- was announced to EMU Workshop Mahalaxmi for the good work done.</p>	CME/WR

ok
RP. Wani
6/2/18


6/2/18
(Ravindra Gupta)
Member Rolling Stock
Railway Board

No. 2018/M(W)/509/1

New Delhi, dated 06.02.2018

Circulation

GM/WR, GM/CR
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