



**N F I R**

## National Federation of Indian Railwaymen

3, CHELMSFORD ROAD, NEW DELHI - 110 055

Affiliated to :

Indian National Trade Union Congress (INTUC)  
International Transport Workers' Federation (ITF)

No. I/10/Part. IV

Dated: 20/07/2015

**The Secretary (E),**  
Railway Board,  
New Delhi  
Dear Sir,

Sub: Committee for evolving a new formula for Productivity Linked Bonus (PLB)  
on Indian Railways-reg.

Ref: Railway Board's letter No. E(P&A)II-2013/PLB-8 dated 15/07/2015.

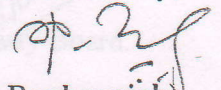
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The minutes have not truly reflected the discussions held in 11/06/2015.

It was mentioned by the Federation in the meeting that the physical parameters of Traffic increase year to year need to be taken and Capital Input is not to be taken into account as its utilisation is not in the hands of workers. It was also emphasized that the workers are giving high degree of productivity. It was emphatically stated during discussions that in any case 78 days bench mark should be maintained, keeping in mind the healthy industrial relations in Railways.

NFIR, therefore, requests the Railway Board to recast the minutes of the meeting held on 11/06/2015 duly incorporating the above points.

Yours faithfully,

  
(Dr. M. Raghavaiah)  
General Secretary

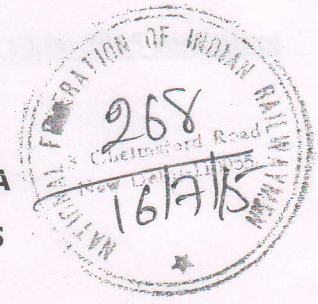
Ph. : 011-23343305, 65027299, Rly. 22283, 22626, Fax : 011-23744013, Rly. 22382, Telegram : RAILMAZDOR

E-mail : gs@nfirindia.com; nfir@sify.com, Website : www.nfirindia.com  
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J/10/pt. IV

Mr. G. V. ...  
J. - disam



भारत सरकार / GOVERNMENT OF INDIA  
रेल मंत्रालय / MINISTRY OF RAILWAYS  
(रेलवे बोर्ड / RAILWAY BOARD)

No.E(P&A)II-2013/PLB-8.

New Delhi, dt. 15.07.2015.

The General Secretary,  
AIRF,  
4, State Entry Road,  
New Delhi-110055.

The General Secretary,  
NFIR,  
3, Chelmsford Road,  
New Delhi-110055.

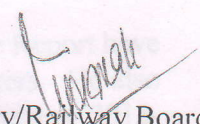
Sub: Committee for evolving a new formula for Productivity  
Linked Bonus (PLB) on Indian Railways.

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Sir,

I am directed to refer to the Meeting held between Board(MS) and Federations on 11.06.2015 regarding formula for PLB for 2014-15 and to enclose herewith a copy of the Minutes of the said Meeting for information.

Yours faithfully,

  
for Secretary/Railway Board.

Copy to: E(LR) branch for information.



**Minutes of the Meeting held between Board (MS) and Federations on 11.06.2015 regarding formula for PLB for 2014-15.**

The following officials were present in the meeting:-

- (i) Board (MS)
- (ii) AM(Staff)
- (iii) EDPC-II (as EDPC-I)
- (iv) EDF(E)
- (v) DE(P&A)
- (vi) General Secretary/AIRF
- (vii) General Secretary/NFIR.

Board (MS) explained in detail the background leading to the formation of the AMs' Committee for evolving a new formula for PLB on Indian Railways. He further indicated the formula proposed by the AMs' Committee as under:-

**Adoption of the extant formula and the formula, based on Operating Ratio, in the ratio of 50:50:-**

**A. Extant Formula**

No. of PLB days =  $\frac{\text{Productivity index of the year X Average no. of PLB days For the last 3 years}}{\text{Base year Productivity Index}}$

Base year Productivity Index

**B. Formula based on Operating Ratio**

No. of PLB days =  $\frac{\text{Average of last 3 yrs.' Operating Ratio (OR) x Average no. of PLB days granted during the last 3 previous years.}}{\text{Operating Ratio of the year for which PLB is being calculated.}}$

**C. No. of PLB days payable = 50% of A + 50% of B**

AM(Staff) further stressed that for last 3 years, Ministry of Finance is insisting to devise a formula based on profitability.

Board (MS) further stated that Ministry of Finance and the 6<sup>th</sup> CPC in their Report have emphasized the need for evolving a formula for PLB based on financial parameters. He also indicated that the Cabinet had accorded post facto approval for 78 days PLB for the year 2013-14, as a special case, subject to revisiting the formula. He, therefore, stressed on the need for considering the formula proposed by the AMs' Committee for the year 2014-15 so that there is no objection from Ministry of Finance.

It was also pointed out in the meeting that by adopting the proposed formula of the AMs' Committee, the number of PLB days works out to 77.12 days which is almost equal to the PLB granted last year and the Federations should accept the proposed formula.



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Both the Federations stated that they do not have any objection to the proposed formula for AMs' Committee being adopted, but the number of days should not be less than 78 days which has been given during the last four years. After detailed examination, their suggestion to explore any other ratio in the formula was not found feasible.



## National Federation of Indian Railwaymen

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A-11, CONCORD ROAD, NEW DELHI - 110 035  
Affiliated to:  
Indian National Trade Union Congress (INTUC)  
Employees Transport Workers Federation (ETWF)

No. II/IB/Part IV

Dated: 20/06/2015

The Secretary (G),  
Railway Board,  
New Delhi  
Dear Sir,

Sub: Consideration for revising a new formula for Productivity Linked Bonus (PLB) in respect of AMs.

Ref: Railway Board Order No. E(P&A)II-2013-PLB-8 dated 15/07/2015.

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The minutes have already reflected the discussions held on 11/06/2015.

It was mentioned by the Federation in the meeting that the physical parameters of Traffic increase year to year need to be taken and Capital Input is not to be taken into account as its utilisation is not in the hands of workers. It was also emphasized that the workers are giving high degree of productivity. It was emphatically stated during discussions that in any case 78 days benefit week should be maintained, keeping in mind the healthy industrial relations in Railways.

NFIR, therefore, requests the Railway Board to recast the minutes of the meeting held on 11/06/2015 after incorporating the above points.

Yours faithfully,

  
(Dr. M. Raghaviah)  
General Secretary