

“Review Of Redundant, Non Operative and Out Sourced Posts in Mechanical Department over Nagpur Division”

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Synopsis of The Study

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| Study No | WSCR/Mech/NGP/01/18-19 |
| Name Of The Study | Review Of Redundant Non Operative And Outsourced Posts In Mechanical Department Of Nagpur Division |
| Proposed | AGM/ C Rly |
| Department | Mechanical |
| Date Of Commencement | 16/12/2018 |
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| Date Of Submission | 28/03/2019 |
| No. Of Recommendation | 02 |
| Sanction Strength - | 1121 |
| No. Of Men Studied | 955 |
| No. Of Vacancies | 166 |
| No. Of Posts Identified Surplus | 24 |
| Financial Implications | Rs.1,94,04,672 Per Annum |

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The Team Is Very Thankful To Smt. Sharmila, Ch.OS And Other Staff, Who Ever Possibly Made The Availability Of Documents Concerned & Directed The Team To Its Positive Approach.

Authority And Term Of Reference

The Work-Study On “Review Of Redundant Non Operative And Outsourced Posts In Mechanical Department Over Nagpur Division” Is A Study Proposed By AGM/C.Rly. The Same Has Been Included In Annual Work Study Programme For The Year 2018-19with Study No WSCR./Mech/ NGP/01 / 18 – 19.

The Terms Of Reference For Given Work-Study Is To Review And Assess Judicious Requirement Of Redundant Non Operative Posts Over NGP Division Corresponding To Existing Workload.

Basis Of Study

After Studying Various Cadres Of Mechanical Staff It Was Found That **Carpenter**staff And **Painter** Staff In C & W Depots Can Be Outsourced And **Ancillary Technician** In R & M Are Becoming Redundant In Light Of Change In Working Pattern Due Modernization Of Technology On Indian Railway.

Methodology

The Work-Study Team Has Adopted The Following Technique For Completion Of The Study.

- Verification Of Data Provided By Mechanical Branch In Detail With Reference To Quantum Of Work Load.
- Discussion Of Details With Supervisor / Staff.
- Critical Analysis Of The Data Collected.
- Making Recommendations For Need Base Staff In The Present Context.
- Working Out Financial Implication Involved In Saving As A Result Of Surplus Staff.

Summary of Recommendations

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Recommendation No.1:15 Carpenter Staff In C & W Depots Can Be Outsourced And Are Identified As Surplus In Artisan Cadre Over Nagpur Division.

Recommendation No.2:06 Painter Staff In C & W Depots Can Be Outsourced And Are Identified As Surplus In Artisan Cadre Over Nagpur Division.

Recommendation No.3 03 Technician Ancillary Staff In R & M Depots Are Identified As Surplus In Artisan Cadre Over Nagpur Division

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| Chapter 1 | Introduction |
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The Indian Railways Are Engaged In Transport Business, Utilizing Rolling Stock I.E. Engine, Coaches And Wagons, In The Process These Rolling Stocks Are Periodically Overhauled At Nominated Workshops And Examined At Different Nominated Stations/ Junction Points For Trouble Free Service.

To Ensure Trouble Free Movement Of Goods Trains, C&W Depots Have Been Set Up At Nominated Places. The Main Activities Of These Depots —

- Examination Of Goods Trains To Locate Any Problem In Wagons Attending Minor Repairs On Load, Sick Marking Of Wagons If Necessary And Attending These Wagons To Make It Fit For Traffic.
- To Maintain Tool Van For Attending Accidents, Cases Of Dislocation Of Services.

However At Present With The Change Of Technology I.E. From Vacuum To Air Brake Stock And From Four-Wheeler To Bogie Stock Along With High-Speed Trolleys There Is Reduction In Failures In Goods Stock.

Coach Care Complex, Nagpur

Trains Maintained:

| SN | Tr.No | From-To | Frequency | NGP Dept. | NGP Arr. | No. Of Rake |
|----|--------------|----------|------------|-----------|----------|-------------|
| 1 | 12139/ 12140 | NGP-CSMT | Daily | 21:00 | 06:10 | 2 |
| 2 | 11401/ 11402 | NGP-CSMT | Daily | 06:00 | 16:15 | 3 |
| 3 | 12135/ 12136 | NGP-PA | Tri-Weekly | 18:35 | 09:25 | 1 |
| 4 | 12113/ 12114 | NGP-PA | Tri-Weekly | 18:35 | 09:25 | 1 |
| 5 | 11453/ 11454 | NGP-ADI | Tri-Weekly | 10:30 | 12:15 | 1+1* |
| 6 | 12119/ 12120 | AJNI-AMI | 5 Days | 19:25 | 08:10 | 1 |
| 7 | 51259/ 51260 | NGP-WR | Daily | 09:00 | 20:15 | 3 |
| 8 | 51261/ 51262 | WR-AMI | Daily | 10:05 | 18:05 | |
| 9 | 51285/ 51286 | NGP-BSL | Daily | 04:50 | 08:45 | |
| 10 | 51293/ 51294 | NGP-AMF | | 18:05 | 19:15 | 3 |
| 11 | 51239/ 51240 | AMF-BZU | | 07:05 | 18:15 | |
| 12 | 51253/ 51254 | AMF-CWA | | 08:00 | 20:30 | |
| 13 | 51255/ 51256 | CWA-NVG | | 12:30 | 16:55 | |

* Rake Of 11203/11204 NGP-JP Express Is Being Use For A Trip On Sunday Only

. Total Trains: 13 Total Rakes: 15 Coach Holding: 245

Infrastructure Including Major M&P

Pit Line :

Two Pit Lines (Wit Catwalk) Of 26 ICF Coach Length

: Automatic Coach Washing Plant For External Washing

: High Pressure Jet Pump And Water Pipe Line For Washing & Cleaning Of Coaches.

: Air Compressor & Rake Test Rig For Air Brake Testing

. IOH Shed :

: Covered Shed With Industrial Flooring : Berthing Capacity: 12 Coaches

: Pit – 3 (Capacity: 1 ICF Coach Each, 2 Used By C&W And 1 Pit By Electrical Department) : Hoist – 2 Nos. (Capacity : 5 T + 7.5 T)

: Synchronized Jacks – 2 Sets (5 Jacks Each- One Standby)

Nagpur Station (Passenger Yard)

Activities

Rolling In Examination, Axle Box Feeling, Rolling Out Examination & Watering Of Passing Through Trains Ex Nagpur Station

Average Trains Attended : 147 Trains /Day

Facilities & M&P

: Total 8 Platforms

Rolling In / Rolling Out Examination Huts And Focus Lights Are Provided For Staff On All Platforms

For Axle Box Feeling

: Non-Contact Thermometers Provided For Improved Accuracy

For Watering : 6" Pipe Line Provided As Per CMATECH Recommendation On All Platforms

Coach Care Complex, Ajni

Trains Maintained:

| SN | Tr.No | From-To | Frequency | NGP Dept. | NGP Arr. | No. Of Rake |
|----|--------------|----------|-----------|------------|------------|-------------|
| 1 | 12289/ 12290 | NGP-CSMT | Daily | 20:40 | 07:20 | 2 |
| 2 | 11201/ 11202 | AJNI-LTT | Weekly | 16:15 | 14:15 | 1 |
| 3 | 11205/ 11206 | LTT-NZB | Weekly | 16:40(LTT) | 13:45(LTT) | |
| 4 | 11207/ 11208 | NGP-REWA | Weekly | 07:20 | 15:25 | |
| 5 | 11203/ 11204 | NGP-JP | Weekly | 11:55 | 09:15 | 1 |
| 6 | 22123/ 22124 | NGP-PA | Weekly | 19:50 | 05:15 | 1 |
| 7 | 22125/ 22126 | NGP-ASR | Weekly | 17:50 | 04:25 | |

Total Trains: 7 Total Rakes: 5 Coach Holding: 109

Pit Line

: One Pit (Without Catwalk) Of 26 ICF Coach Length

: High Pressure Jet Pump And Water Pipe Line Provided For Washing & Cleaning Of Coaches. : Air Compressor & Rake Test Rig Provided For Air Brake Testing

. IOH Shed

: Berthing Capacity: 4 Coach

: Pit – 2 (One Coach Each) : EOT Crane: 10T

Coach Care Complex & Station, Balharshah

Trains/Coaches Maintained: : 6 Slip Coaches Of 12140 NGP-CSTM Express

Pit Line : One Pit (Without Catwalk) Of 6 ICF Coach Length

Coach Holding: 12 Coaches

Balharshah Station (Passenger Yard):

Rolling In Examination, Axle Box Feeling, Rolling Out Examination & Watering Of Passing Through Trains Ex Balharshah Station

Average Trains Attended : 40 Per Day

Facilities & M&P:

Rolling In / Rolling Out Examination Huts And Focus Lights Are Provided For Staff On All Platforms

For Axle Box Feeling : Non-Contact Thermometers Provided For Improving Accuracy

Total 5 Platforms

For Watering : 6" Pipe Line Provided As Per CMATECH Recommendation On All Platforms

Goods Examination Yard, Ajni

Average Examinations Per Month : 52 (Premium: 22, End To End: 36)

Total Examination Lines : 2

Major M&P & Facilities :

- Motorable Pathway Beside Line No. 5
- Welding Points & Lights On Trolley Height Provided After Every 15 M Distance Covering Entire Length Of Examination Lines
- 3 Tower Lights For General Illumination Of Yard
- Handheld Torches For Examination Staff
- Compressor And Air Pressure Pipe Line
- RTR With Twin Pipe Facility
- Low Platform Material Handling Truck
- Non-Contact Thermometers For Axle Box Feeling

Inland Container Depot (ICD), Ajni

18 BLC Container Rakes Maintained As Close Circuit Rakes

Average CC Examinations Per Month : 25

Total Examination Lines : 2

Major M&P &Facilities :

- Motorable Pathway Beside Both Lines
- Welding Points Covering Entire Length Of Examination Lines
- Compressor And Air Pressure Pipe Line
- RTR For Testing Of Air Brake System
- Low Platform Material Handling Truck
- Non-Contact Thermometers For Axle Box Feeling
- Adequate Illumination ROH Depot & Goods Repair Depot, Ajni

Average ROH Per Month : 35

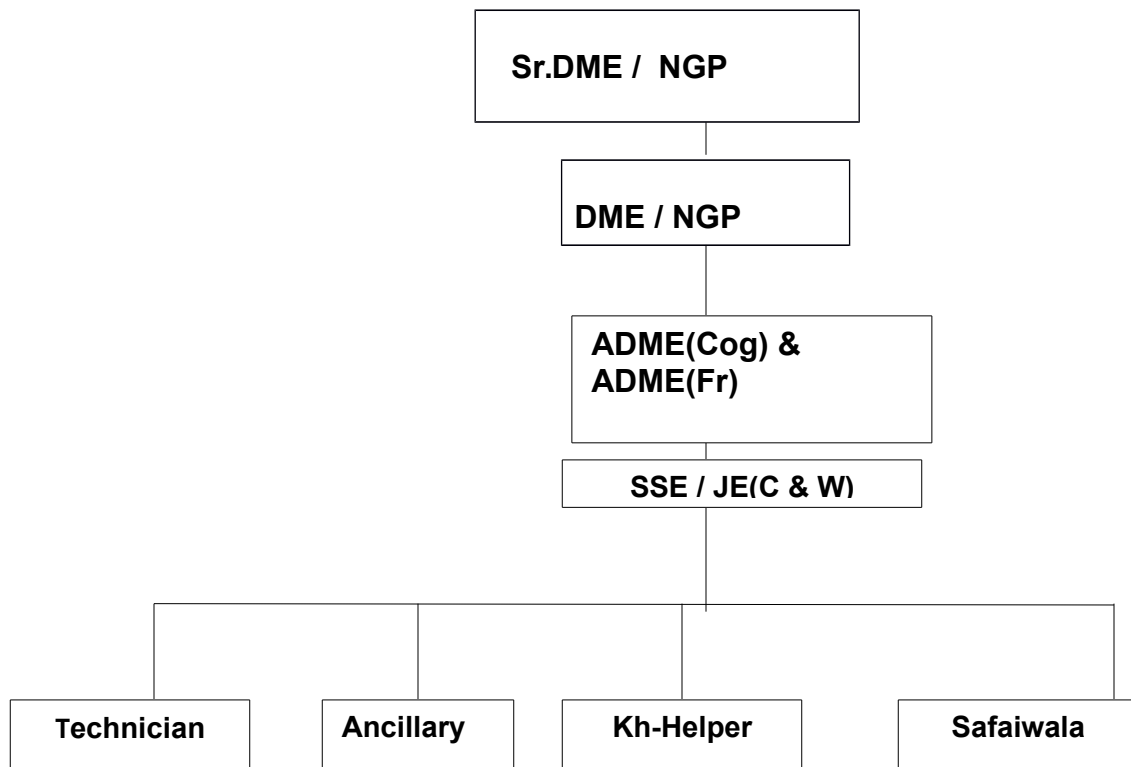
Average Sick Wagons Attended Per Month : 60

Major M&P &Facilities :

- Covered Shed With Industrial Flooring
- 4 Lines
- EOT Crane - 20 T Capacity
- Synchronized Jacks – 2 Set Of 4 Jacks Each + 2 Spare
- Compressor And Air Pressure Pipe Line
- Welding Facility ■ Fork Lift, Low Platform Material Handling Trucks And Other Material Handling Equipments
- SWTR
- Manipulator
- 3 Winch For Shunting
- 1 Machine Shop Having 1 Lathe, 1 Pedestal Grinder & 2 Vertical Drill Machines.

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| CHAPTER 2 | ORGANISATIONAL STRUCTURE |
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The Organizational Structure Of Mechanical Organization In NGP Division In Respect Of Coaching Operations As Shown Below: -



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| Chapter 3 | Critical Analysis |
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The Scale Check Of Mechanical Department (C&W And R&M))Of Nagpur Division By The February 2019 Is As Follows.

| Dept | Sanctioned Strength | | | Men On Roll | | | Vacancy | | |
|------|---------------------|------|-------|-------------|------|-------|---------|------|-------|
| | Gr.C | Gr.D | Total | Gr.C | Gr.D | Total | Gr.C | Gr.D | Total |
| Engg | 730 | 391 | 1121 | 555 | 406 | 961 | 175 | 25 | 160 |

During The Course Of Study Of Various Cadres, It Has Come To Light That There Is A Sanctioned Strength Of 15posts of Carpenters And A Sanctioned Strength Of 06 Posts Of Painters Which Can Be Outsourced. 03 Posts Of Technician(Ancillary)At Ajni Have Become Redundant After The Exit Of Steam Engines In R&M Depots Of Mechanical Department.

Scale Check Of Carpenters And Painters In C & W NGP Division

| Depot | Level | Carpenter SS | Mor | Vac | Level | Painter SS | Mor | Vac |
|-------------|-------|--------------|-----|-----|-------|------------|-----|-----|
| | | | | | | | | |
| NGP | 6 | 2 | 4 | +2 | 6 | 1 | 1 | 0 |
| | 5 | 4 | 2 | 2 | 5 | 2 | 1 | 1 |
| | 4 | 1 | 0 | 1 | 4 | 0 | 0 | 0 |
| | 2 | 1 | 0 | 1 | 2 | 1 | 0 | 1 |
| AJNI | 6 | 2 | 1 | 1 | 6 | 1 | 1 | 0 |
| | 5 | 4 | 1 | 3 | 5 | 1 | 0 | 1 |
| | 4 | 0 | 0 | 0 | 4 | 0 | 0 | 0 |
| | 2 | 1 | 0 | 1 | 2 | 0 | 0 | 0 |
| | | 15 | 08 | 07 | | 6 | 03 | 03 |

Ancillary(Technician) Staff At R & M Depot Ajni

| Depot | Level | Carpenter SS | Mor | Vac |
|-------------|-------|--------------|-----|-----|
| | | | | |
| Ajni | 6 | 1 | 0 | 0 |
| | 5 | 2 | 0 | 0 |
| | | 3 | 0 | 3 |

In View Of Above Fact, The Existing Sanctioned Strength Of 15 Carpenters May Be Outsourced And Identified As Surplus And May Be Surrendered Immediately

In View Of Above Fact, The Existing Sanctioned Strength Of 06 Painters May Be Outsourced And identified As Surplus And May Be Surrendered Immediately.

03 Posts Of Technician (Ancillary) In R&M Depot At Ajni May Be Surrendered At Ajni As They Have Become Redundant

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| Chapter 4 | Recommendations |
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Recommendation No.1 : 15 Carpenter Staff In C & W Depots Are Identified As Surplus In Artisan Cadre Over Nagpur Division.

Recommendation No.2 : 06 Painter Staff In C & W Depots Are Identified As Surplus In Artisan Cadre Over Nagpur Division.

Recommendation No.3 : 03 Technician Ancillary Staff In R & M Depots Are Identified As Surplus In Artisan Cadre Over Nagpur Division

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| Chapter 4 | Financial Implication |
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. Therefore On Surrender Of 24 Posts The Financial Implication Will Be As Under.

| Sr.No | Category | Leve | Mean | 12% | Annual Pay | No Of | Total |
|-------|----------|------|------|-----|------------|-------|-------|
|-------|----------|------|------|-----|------------|-------|-------|

| | | I | Monthly Pay | DA Pay | | Posts | |
|--------------------|-----------|---|-------------|--------|--------|-----------|-----------------|
| 1 | Carpenter | 6 | 73900 | 82768 | 993216 | 4 | 3972864 |
| 2 | Carpenter | 5 | 60750 | 68040 | 816480 | 8 | 6531840 |
| 3 | Carpenter | 4 | 53300 | 59696 | 716352 | 1 | 716352 |
| 4 | Carpenter | 2 | 41550 | 46536 | 558432 | 2 | 1116864 |
| 5 | Painter | 6 | 53300 | 59696 | 716352 | 2 | 1432704 |
| 6 | Painter | 5 | 60750 | 68040 | 816480 | 3 | 2449440 |
| 7 | Painter | 2 | 41550 | 46536 | 558432 | 1 | 558432 |
| 8 | Tech(Anc) | 6 | 73900 | 82768 | 993216 | 1 | 993216 |
| 9 | Tech(Anc) | 5 | 60750 | 68040 | 816480 | 2 | 1632960 |
| Grand Total | | | | | | 24 | 19404672 |

Implementation Of Surrender Of **24**posts Will Result In Saving Of Rs1,94,04,672per Annum.