

NORTHEAST FRONTIER RAILWAY



**WORK STUDY REPORT ON REVIEW OF STAFF STRENGTH OF
NBQ HOSPITAL UNDER ACMS/NBQ**

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STUDY NO. WSNF/63/18-19

CASE NO. Z/375/10/18-63

CENTRAL PLANNING ORGANISATION

N. F. RAILWAY/MALIGAON

GUWAHATI - 781011.

EXECUTIVE SUMMARY

SUBJECT: Work study on “Review of staff strength of NBQ hospital under ACMS/NBQ”

STUDY NO: WSNF/10/18-63

CASE NO: Z/375/10/18-63

AUTHORITY: Sr. Dy. General Manager.

CONCERN DIV: RANGIYA

DEPARTMENT: MEDICAL

TERMS OF REFERENCE: To assess the requirements of staff strength of NBQ hospital under ACMS/NBQ

NO. OF RECOMMENDATION: 01 (One).

After critical examination of the workload and activities a total **08 Nos.** of vacant posts are surplus of different category Viz. **Confidential Steno – 01 No., Pharmacist- 02 Nos. Motor Driver –III 01 No., Cook -01 No. ,Masalchi 01 No. & HA/Aya- 02 Nos** of NBQ/Hospital under ACMS/NBQ, which may be surrendered and the BOS may be corrected accordingly.

FINANCIAL ACHIEVEMENT: Projected man power savings 08 Nos.

PROJECTED FINANCIAL SAVING: Rs. 28.67 Lakhs per annum.

MONTH AND YEAR OF CIRCULATION: August'2018

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CHAPTER - I

1.0. INTRODUCTION:

- The principal objective of the Railways Health Service is to render comprehensive and integrated health care services to the railway employees and their families. Apart from the above, facilities are also to be extended to retired personnel's and their dependents, vendors, porters, GRP etc. In addition, curative facilities are to be provided for non-railway population at places where curative services do not exist. While about 40% of the Railway population are concentrated at major cities and important big stations, the balance are scattered in a linear fashion along the railway track.
- Unlike other central and public sector organizations, Railways has its own full-fledged medical department to take care of the well being of the employees and their dependents. The days are not far off for the railways to have its own Medical College.
- The need to maintain the organisation in a state of constant readiness to keep pace with exigencies of medical relief to passengers in the event of accidents by providing first aid to injured passengers and shift them to a nearby hospital for further treatment. The Railway Medical Department also ensures maintenance of higher order of sanitation in Railway Stations and colonies. It co-ordinates with the health organization of state government with regard to prevention of communicable diseases, family welfare programme etc., and conducts medical examination for candidates and employees so as to give their best output to the Railways. With the rapid advances in medical technology in the curative field, it has become necessary to update with advancement and ensures that the services rendered at Rly hospital are second to none of their kind. In fact railway medical department has taken a lead over the others and in particular for treatment to infectious diseases. The department not only treats railway employees and their wards but also attends non-railway people on nominal payment as the common public prefers treatment at Railway Hospital for the reason it is not only economical but also for the best services compared to other private hospitals.
- The Medical Department is organizing various Awareness Camps, Immunization Programmes, Family Planning Education etc.
- The Railway administration has to make the best use of its resources including manpower keeping them at the optimum level to attain the financial viability. Taking into consideration to these objectives, the Railway Board has emphasized to take up review on staff strength of various departments in the Railway. In pursuance with this policy of Railway Board, the Central Planning Organization has conducted this work-study on requirements of Medical department's staff (Cook & Ambulance Van Driver) under CMS/NBQ & Conservancy staff (safaiwala) under CH & MI/NBQ of NBQ Division.

Salient Features of Medical Department:-

Total No. of OPDs	= 01
Total No. of IPDs	= 01
Major surgeries performed	= Nil
Special surgeries	= Nil
Minor surgeries	= Yes

The total bed strength of this Divisional Railway Hospital for providing inpatient care is 29 in NBQ Hospital. A total of 06 doctors (03 Permanent & 03 Contractual), 11 Nursing personnel and 15 Para Medical staff are working in this hospital.

There is 01 ARME scale – I at NBQ positioned at NBQ station to provide medical attention to the grieved passengers during train accidents.

Health Book has been distributed to all beneficiaries in all Health Units. Provision of on line data of employees of sick and fit has been initiated and will be finalized shortly in a phased manner (Hospital Information Management System).

1.1 ACKNOWLEDGEMENT:

- Work study team is grateful to Dr. N.K. YADAV, CMS/NBQ, Dr. Ajoy Roy ACMS/NBQ & **Smt. P.A. Medhi, ANO/NBQ** for their kind guidance and cooperation for conducting this study.
- The work study team is thankful to Sri Mriganka Sekhar Choudhury & Smt Ruby Chaki both Ch.OS/Med/NBQ for their assistance rendered to the work study team for conducting the subject study.

1.2 RATIONALE FOR CONDUCTING THIS STUDY:

- Man power is the most costly and precious resource over Indian Railway and right sizing is the need of the hour.
- Focussing attention on core activities by reducing/elimination of non- core activities.
- Improving the efficiency (output/input) either by improving the output (numerator) or by decreasing the input (denominator).
- Up-gradation/introduction of automation/innovations
- Outsourcing of noncore activity.
- Availability of better process/technology.
- Reducing/removing redundancy in work.

1.3 AUTHORITY:

SDGM of N.F.Railway.

1.4 TERMS OF REFERENCE:

To assess the requirements of Medical staff of NBQ Hospital under CMS/NBQ

1.5 METHODOLOGY:

- a) Collection of data relating to workload.
- b) Discussion with Medical Officers & subordinates and obtaining their views.
- c) Assess the workload for sanitation of Station & Colonies.
- d) Assess the workload for hospital diet of patients and carrying patients to hospital.
- e) Assess the staff requirements for the above workload.

CHAPTER-II

2.0 SUMMARY OF WORK LOAD

WORKLOAD OF STAFF WORKING IN HOSPITAL/NBQ

2.1 Pathology:

- a) No. of doctors attached(pathology/Microbiology): Nil
- b) No. of para-medical staff/technician engaged: 01 Lab Attendent only
- c) Average no. of patient attended for last three months: Nil

Sn	Category	Pay Band	G.Pay	On Roll	Remarks
1	Lab Technician	5200-20200	2800	01(contractual)	Vacant 01
2	Lab Attendennt	5200-20200	1800	01	
			Total	02	

2.2 Radiology

- a) No. of doctors attached(pathology/Microbiology): Nil
- b) No. of para-medical staff/technician engaged: 01 X-Ray attendant only
- c) Average no. of patient attended for last three months: Nil

SN	Category	Pay Band	G.Pay	On Roll	Remarks
1	Radiographer-III	5200-20200	2800	01	Working as Chief Radiographer
2	X-Ray Attendent	5200-20200	1800	01	
			Total	02	

2.3 For non-technical section (For maintenance & repairing of medical equipments):

- a) No. of Lab- supdt.:
 - b) No. of Gr.C staff allotted:
 - c) Total equipments supposed to be dealt with:
- } Nil

2.4 Casualty Service: (IPD)

- a) No. of doctors engaged (including CMP if any) shift wise): ---
- b) No. of para-medical staff engaged shift wise/day: 09
- c) Average no. of patient attended for last three months:13

SN	Category	Pay Band	G.Pay	On Roll	Remarks
1	Chief Nursing Supdt	9300-34800	5400	01	
2	Sr. Nursing Supdt.	9300-34800	4600	04	(Contractual 04)
3	HA/AYA	5200-20200	1800	04	
			Total	09	

2.5 Out Door:

- No. of doctors engaged (including CMP if any) shift wise): 01 (Sr. DMO)
- No. of para-medical staff engaged shift wise/day: 02 + 01 + 01 = 04
- Average no. of patient attended for last three months: 1118

Sn	Category	Pay Band	G.Pay	On Roll	Remarks
1	Chief Nursing Supdt	9300-34800	5400	01	
2	PHT	9300-34800	4200	02	Vacant 01
3	Dresser-II	5200-20200	2400	02	
4	HA	5200-20200	1800	05	
			Total	06	

2.6 In Door:

- No. of doctors engaged (including CMP if any) shift wise): 6 Nos.
- No. of para-medical staff engaged shift wise/day: in a shift 6 Nos. per shift
- Average no. of patient admitted for last three years monthly basis: monthly
- Average No. of Meals prepared for patient per day say for a month: per day i.e meals/day
- Details of Paramedical & kitchen staff :

Sn	Category	Pay Band	G.Pay	On Roll	Remarks
1	Chief Nursing Supdt	9300-34800	5400/-	05	
2	Sr. Nurshing Supdt	9300-34800	4800/-	-	
3	Nursing Supdt.	9300-34800	4600/-	01 + 04 (contractual)	
4	Dresser Gr-I	5200-20200	2800	01	
5	Dresser Gr-III	5200-20200	1900	03	
6	Sr Cook	5200-20200	2800	01	

7	Asst Cook	5200-20200	1800	01	
8	Masalchi	5200-20200	1800	01	
9	HA	5200-20200	1800	09	
10	Safaiwala	5200-20200	1800	06	
		Total		32	

2.7 Physiotherapy unit: NIL

2.8 Centralised Medical store & Pharmacy:

- a) No. of Officers involved: 01 (Sr DMO who also deals with Casualty & OPD duties)
- b) No. of allied staff engaged (Gr-C & Gr-D): GrC-01 (Pharmacist)
- c) Detailed of work done for last three months:
 - i. P.O. issued for five items
 - ii. MCDO of NBQ division every month
 - iii. Indenting of monthly medicine every month
 - iv. Preparation of supplementary indents invoice NBQ to HQ
 - v. L.P. maintaining
 - vi. Supply of medicine to indoor
 - vii. Supply of L.T. items to NBQ & RPAN

Sn	Category	Pay Band	G.Pay	On Roll	Remarks
1	Pharmacist	9300-34800	4600	01	
2	Safaiwala/JDR	5200-20200	1800	06	
			Total	07	

2.9 Ambulance Service:

- a. No. of Railway Ambulance available : 01
- b. No. of Ambulance operator details : 05

SN	Category	Pay Band	G.Pay	On Roll	Remarks
1	M/Driver MCM	9300-34800	4200	01	
2	M/Driver Gr I	5200-20200	2800	01	
3	AV Cleaner	5200-20200	1900	01	
			Total	03	

CHAPTER-III

3.0 CRITICAL ANALYSIS OF EXISTING WORKLOAD AND STAFF REQUIREMENTS:

- The proverb “health is wealth,” is rightly followed in Indian Railway by providing free medical facilities to the Railway workers, who are the back bone of Indian Rly . Therefore, to upkeep the well health of Rly at all time, a continuous process of reviving well health of Rly. Staffs are most essential and for this phenomenon, the activities and workload of medical staff of different categories have been critically analyzed to attain the actual requirement of staff. In the process of reviewing man power as per prevailing situation the work study team have given due weight -age on the following phenomena.
- Director efficiency & Research /ME Railway Board vide Railway Board letter No. E & R/2 (8)/1 New Delhi dated 06/06/2017 expressed his view regarding MPR (manpower productivity ratio) to keep *the average MPR* (Manpower Productivity Ratio) in Medical/ RNY division at par with Indian Railways. The same is also available on IR website [http://www.indianrailways.gov.in/railway board/view _section.jsp?lang=0&id=0,1,388](http://www.indianrailways.gov.in/railway%20board/view_section.jsp?lang=0&id=0,1,388).
- The requirement of staff in Medical branch of RNY division has been worked out as per **current IR average** issued by Director Efficiency & Research, Railway Board (copy enclosed) **in respect of RNY division N.F.Railway**
- *Current IR average is 21.2 per 1000 staff. (Bench marking report of Feb 2018 issued by Directorate Efficiency & Research, Railway Board) of Medical staff in divisions.(copy enclosed).*
- (a) *The present on roll strength of RNY division = 7734* vide SPO/MPP/NFR/MLG of March 2018
- (b) *The present on roll strength of NBQ Workshop = 2373* vide SPO/MPP/NFR/MLG of March 2018
i.e. (a) + (b) = Total no. of on roll strength of RNY division including NBQ workshop is **10107... (A)**
- *On roll Strength of Medical wing of RNY division (Hospital, Health Unit & Conservancy) = 280...(B)* [Submitted by Ch. OS/E/Med/RNY on 18/04/18]
- **Current bench mark of RNY division :**
i.e. $\frac{\text{Current bench mark of RNY division X (A)}}{1000} = (B)$
Therefore, Current bench mark of RNY division = $\frac{(B) \times 1000}{(A)} = \frac{280 \times 1000}{10107} = 27.70$
- Railway Board vide their letter No. 2006/E & R/2800/Rly./Imp/Vol.V(Corr.) dated 31.03.2009 & 27.11.2009 had directed Zonal railways to bring down the Manpower Productivity Ratio (MPR) for identified activities at least to the current IR average which is at present **21.2** per 1000 staff. (February 2018) of Medical staff in divisions.

- Hence, the No. of on roll strength supposed to be $\frac{21.2 \times 10107}{1000} = 214.268$ (say) 214

- Excess over Bench mark = Current bench mark of RNY division – Current IR average
= 27.7 – 21.2 = 6.5... (C)

- Excess over bench mark Number =
 $\frac{\text{Excess over bench mark (C)} \times \text{total on roll staff of RNY Div (A)}}{1000}$
= $\frac{6.5 \times 10107}{1000} = 65.69$ Say 66.

- To keep the MPR of RNY division at par IR average of Railway Board, the proposed on roll strength of entire RNY division of Medical wing under CMS/RNY should be 280-66 = 214, **Which is excess by (280 - 214) = 66.**

- To surrender excess 66 posts, work study team suggests to surrender of Kitchen staff, Health attendant, safaiwala of Hospital & Health unit and safaiwala of Conservancy & Anti Malaria staff of entire RNY division by outsourcing, phase wise which certainly yields more revenue and simultaneously brings down current bench mark of RNY division to at par with the IR average as well as operating ratio of NF Railway, which is a vital importance.

- *Already in RNY Hospital a total 06 Nos. of vacant posts are earmarked for surrender of different category Viz. Compilation clerk – 01 No., Sr. Field Worker- 01 No. Dresser –II -01 No. Ambulance van driver Gr-I -01 No. Ambulance van driver Gr-III -01 No. Health/AYA – 01 No. of RNY/Hospital under CMS/RNY, The detailed report submitted to CMS/RNY vide Z/375/10/18-10/232 dated 31/07/2018 (Work study No. WSNF/10/18-19)*

- *By considering the above aspects the study has been conducted under the instruction of Railway Board & SDGM/NFR for proper utilization of manpower of NBQ Hospital.*

After considering detailed workload of NBQ hospital the work study team opined to surrender the following categories.

3.1 Confidential Steno:

Duties of Confidential Steno of ACMS/NBQ:

- Keep and maintain the health records of patients of NBQ Hospital.
- Exhibit the required record to concerned Doctor/CMS when required.
- Also maintain the records of establishment & Hospital Office maintenance related to NBQ Hospital and exhibit the same to CMS/NBQ as and when required
- To take the dictation of ACMS/NBQ & prepare administrative letters as & when required.

Now, the above duties are monitored by administrative wing of NBQ hospital. The post of **Confidential Steno** of NBQ Hospital is lying vacant since long .The study team observed that the Hospital is running smoothly without any **Confidential Steno**.

On going through the workload of this category, the study team opined that **01Posts** of **Confidential Steno** category which is lying vacant may be recommended for surrender.

Sn	Category	Pay Band	G.Pay	BOS	On Roll	Vacancy	Proposed BOS	Proposed surrender
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1	Confidential Steno	9300-34800	4200	01	Nil	01	Nil	01
			Total	01	Nil	01	Nil	01

3.2 PHT (Pharmacist):

Duties of Pharmacist

- This category is responsible for distribution of drugs to patients as well as maintains the stock of drugs.
- Also follow the procedure for procurement of drugs not available at store through local purchase.
- Maintain the stores ledger for receive & issue of drugs.
- On going through the workload of this category, the study team opined that **out of 04 posts vacant posts** of these category 02 vacant posts may be recommended for surrender.

SN	Category	Pay Band	G.Pay	BOS	On Roll	Vacancy	Proposed BOS	Proposed surrender
1	PHT (Pharmacist):	9300-34800	4200	04	Nil	04	02	02
			Total	04	Nil	04	02	02

3.3 Ambulance Van Drivers:

The ambulance drivers are entrusted the work of shifting patients to stations, referral hospitals for investigation, enable doctors to move to accident sites, collection of blood from blood bank and medicines from warehouse.

At present the total Sanctioned staff strength of Ambulance Van Driver of NBQ Hospital is 03 (MCM, Gr-I & Gr-III 01 each as per BOS as on 01/04/18) and On Roll strength of Ambulance Van Driver is only 02 of MCM & Grade I, & 01 posts of Gr-III is vacant. **This category is already declared as diminishing category vide GM/P/MLG's letter no. E/59/III-4(C) Pt. V-B, Dtd. 16/10/2010.**

The work study team is of the opinion that it is better to go for outsourcing the ambulance van service which also saves railway revenue.

In view of the above the work study team recommends 01 No. vacant post of ambulance van driver of GR-III may please be surrendered and BOS may be corrected accordingly.

SN	Category	Pay Band	G.Pay	BOS	On Roll	Vacancy	Proposed BOS	Proposed surrender
1	MCM AV Driver	9300-34800	4200	01	01	0	01	0

2	AV-Driver Gr-I	5200-20200	2800	01	01	01	01	0
3	AV-Driver Gr-III	5200-20200	1900	01	Nil	01	0	01
4	AV Cleaner	5200-20200	1800	01	01	Nil	01	0
		Total		04	02	02	02	01

3.4 Cook:

The duties of cook is as under:

- (1) Prepare food as per the directives of the matrons of each wards
- (2) Arrange to serve food to patients.
- (3) Draw provision for the day from steward
- (4) Assist steward for purchase of provision, collection of Gas cylinders milk and vegetables.
- (5) Presently 02 Cooks are working against the 03 sanctioned posts.

Hospital Diet:

As per details submitted by ANO/NBQ/Hospital for the month of June 2018 a total 75 meals have been prepared in average it comes 2.5 meals in a day. Railway is charging a nominal amount of Rs. 66/- per day i.e for 2.5meals in a day yields a collection of Rs. 165/-. Total collection in a month approximately Rs. 4950/-. At present there are 03 cooking staffs are working in a month towards salary of this 03 personnel comes to Rs 77914/-, which is highly uneconomical.

Hence, work study team opined that kitchen of NBQ/Hospital may be outsourced, which certainly yields more revenue for Railways and also improves operating ratio which is indeed a vital point.

Masalchi :

- (1) Assist Cook to prepare food.
- (2) Assist Cook for preparation of condiments though now a day's condiments are available in a packet form, hence work load of Masalchi has been drastically reduced.
- (3) Cleaning and washing of utensils. No .of hospital diet opted at NBQ/Hospital is only 2.5 per day, therefore cleaning of utensils is also less.

Work study team suggests 02 vacant posts of kitchen staff (viz. 01 Cook & 01 Masalchi) easily can be surrendered as work load is very less at NBQ/Hospital.

Sn	Category	Pay Band	G.Pay	BOS	On Roll	Vacancy	Proposed BOS	Proposed surrender
1	Sr Cook	5200-20200	2800	01	01	0	01	0
2	Cook	5200-20200	1900	01	Nil	01	0	01
3	Asst	5200-20200	1800	01	01	01	01	0

	Cook							
4	Masalchi	5200-20200	1800	02	01	01	01	01
			Total	05	Nil	03	03	02

3.5 AYA/Health Attendant:

Duties of AYA/Health Attendant:

- Assist the nursing sister to take care of patients admitted in wards.
- Assist the nursing sister/laboratory assistant to take care of out-door patients .

Presently the sanctioned strength of **AYA/Health Attendant** of NBQ Hospital is 24 and presently manning with 22 Nos of this category keeping two posts vacant . The study team observed that the Hospital is running smoothly with 22 Nos of **AYA/Health Attendant**.

On going through the workload of this category, the study team opined that **02 Posts** of **AYA/Health Attendant** category which is lying vacant may be recommended for surrender.

SN	Category	Pay Band	G.Pay	BOS	On Roll	Vacancy	Proposed BOS	Proposed surrender
1	AYA/Health Attendant	5200-20200	1800	24	22	02	22	02
			Total	24	22	02	22	02

3.6 Summarised Staff strength of ACMS/NBQ:

(A)NBQ Hospital

SN	CATEGORY	SCALE	G/PAY	BOS	ON ROLL	Vacancy
1	OS/G	9300-34800	4200	02	02	0
2	Jr Clerk	5200-20200	1900	01	01	0
3	C/Steno	9300-34800	4200	01	0	01
4	Chief Nursing Supdt	15800-39800	5400	09	07	02
5	Sr. Nursing Supdt	9300-34800	4600	05	04	01
6	Nursing Supdt	9300-34800	4200	03	1 + 4 (contractual)	02
7	CPHT/I	9300-34800	4600	01	0	01

8	PHT/I	9300-34800	4200	04	01	03
9	Dresser -I	5200-20200	2800	02	01	01
10	Dresser -II	5200-20200	2400	03	02	01
11	Dresser -III	5200-20200	1900	01	03	(-) 02
12	AV Driver (MCM)	9300-34800	4200	01	01	0
13	AV Driver-I	5200-20200	2800	01	01	0
14	AV Driver-III	5200-20200	1900	01	0	01
15	Lab Supdt	9300-34800	4200	01	01 (contractua l)	01
16	R/Grapher/III	5200-20200	2800	01	01	Wkg as ch. radio grapher
17	Sr Cook	5200-20200	2800	01	01	0
18	Cook	5200-20200	1900	01	0	01
19	Asst Cook	5200-20200	1800	01	01	0
20	Masalchi	5200-20200	1800	02	01	01
21	AV Cleaner	5200-20200	1800	01	01	0
22	Health Attendant/AYA	5200-20200	1800	18	18	0
23	H & MI/I	9300-34800	4600	03	04	(-) 01
24	H & MI/III	9300-34800	4200	01	0	01
25	X-Ray attendant	5200-20200	1800	01	0	01
26	Lab Attendant	5200-20200	1800	01	01	0
27	Safaiwala (EN)	5200-20200	1800	12	12	0
		Total		79	62	17
(B)	NBQ Health Unit					
01	Health Attendant/AYA	5200-20200	1800	02	01	01
02	Safaiwala	5200-20200	1800	02	02	0
		Total		04	03	01

(C)	DTX Health Unit					
	Safaiwala	5200-20200	1800	02	02	0
		Total		02	02	0
(D)	NBQ Workshop Health Unit					
01	Nursing Supdt	9300-34800	4800	01	0	01
02	Dresser -II	5200-20200	2400	01	01	0
03	Health Attendant/AYA	5200-20200	1800	02	0	02
04	Safaiwala	5200-20200	1800	02	03	(-) 01
		Total		06	04	02
(E)	BNGN Health Unit					
01	PHT/Gr- I	9300-34800	4200	01	01	0
02	Dresser -I	5200-20200	2800	01	0	01
03	Health Attendant/AYA	5200-20200	1800	02	01	01
04	JDR/Safaiwala	5200-20200	1800	01	01	0
05	H & MI/I	9300-34800	4600	01	01	0
06	H & MI/III	9300-34800	4200	01	01	0
		Total		07	05	02
		Total	(A) + (B) + (C) + (D) + (E)	=79 + 04 + 02 + 06 + 07 = 98	62+ 03 + 02 + 04+ 05 = 76	17 + 01 + 0 + 02+ 02 = 22

CHAPTER-IV

4.0

PROPOSED & SURPLUS STAFF:

4.1 As discussed in critical analysis in para-3 of Chapter- III, the proposed strength and proposed surplus staff of C/Steno, Pharmacist, Ambulance Van driver, Cook , Lab tech, Masalchi & HA/Aya under CMS/NBQ is tabulated below : –

SN	Category	Pay Band	Grade Pay	Sanction	On Roll	Vacancy	Proposed BOS	Proposed Surplus
1	Confidential Steno	9300-34800	4200	01	Nil	01	Nil	01
2	Pharmacist	9300-34800	4200	04	Nil	04	02	02
3	AV-Driver Gr-III	5200-20200	1900	01	Nil	01	0	01
4	Cook	5200-20200	1900	01	Nil	01	0	01
5	Masalchi	5200-20200	1800	02	01	01	01	01
6	HA/AYA	5200-20200	1800	24	22	02	22	02
			Total	33	23	10	25	08

CHAPTER-V

5.0

RECOMMENDATION

After critical examination of the workload and activities a total **08 Nos.** of vacant posts are surplus of different category Viz. **Confidential Steno – 01 No., Pharmacist- 02 Nos. Motor Driver –III 01 No., Cook -01 No. ,Masalchi 01 No. & HA/Aya- 02 Nos** of NBQ/Hospital under ACMS/NBQ, which may be surrendered and the BOS may be corrected accordingly.

CHAPTER-VI
FINANCIAL IMPLICATION

6.0

EXPENDITURE / FINANCIAL SAVINGS PER ANNUM

SN	SCALE (In Rs)	G/PAY	Category	No. of Posts surplus	Expenditure per month as Salary as per VII CPC in Rs	Total Expenditure incurred per annum as per VII CPC in Rs
1	9300-34800	4200	Confidential Steno	01	42303/-	5,07,636/-
2	9300-34800	4200	Pharmacist	02	42303/- X 2 =84606/-	10,15,272/-
3	5200-20200	1900	AV-Driver Gr-III	01	23780/-	2,85,360/-
4	5200-20200	1900	Cook	01	23780/-	2,85,360/-
5	5200-20200	1800	Masalchi	01	21510/-	2,58,120/-
6	5200-20200	1800	HA/AYA	02	21510/- X 2 = 43020/-	5,16,240/-
		Total		06	2,38,999/-	28,67,988/-

Total surplus = **08** posts

Projected Recurring Saving / annum = Rs.28.67 lakhs

CHAPTER – VII

7.0

READY RECKONER as per VII CPC

SCALE (In Rs)	G/Pay	Pay As per VII CPC	DA (7%)	SDA (12.5 %)	Total Salary PM
9300-34800	4200	35400	2478	4425	42303/-
5200-20200	2800	29200	2044	3650	34894/-
5200-20200	2400	25500	1785	3187	30472/-
5200-20200	1900	19900	1393	2487	23780/-
5200-20200	1800	18000	1260	2250	21510/-

