

NORTHEAST FRONTIER RAILWAY

**WORK STUDY REPORT ON
ADEQUACY OF STAFF STRENGTH OF MICROWAVE DEPARTMENT
UNDER SR DSTE/MLG OF N.F.RAILWAY HQ**



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STUDY NO. WSNF/60/2018-19

CASE NO. Z/375/10/18-60

CENTRAL PLANNING ORGANISATION

N. F. RAILWAY/MALIGAON

GUWAHATI - 781011.

EXECUTIVE SUMMARY

SUBJECT: Adequacy of Staff Strength of Microwave Department under Sr. DSTE/MLG of N.F.Railway HQ

STUDY NO: WSNF/60/18-19

CASE NO: Z/375/10/18-60

AUTHORITY: Sr. Dy. General Manager.

CONCERN DIV: N.F.RAILWAY HQ/MLG

DEPARTMENT: MICRO WAVE/MLG

TERMS OF REFERENCE: Adequacy of Staff Strength of Microwave Department under Sr. DSTE/MLG of N.F.Railway HQ

NO. OF RECOMMENDATION: 01 (one)

After critical examination of the workload and activities out of **107 vacant posts** total **19 Nos of posts** (viz. Sr Clerk/G -01 No, OS/E- 01 No, Ch Typist- 01 No, Jdr Peon- 01 No, Tech-I/OE- 01 No, Tech/I- 13 Nos, ,& JE-Bridge- 01 No.) under Sr DSTE/MLG (Microwave) are surplus, which may be surrendered and the BOS may be corrected accordingly.

FINANCIAL ACHIEVEMENT: Projected man power savings 19 **Nos.**

PROJECTED FINANCIAL SAVING: **Rs.83.54 lakhs.** (as per VI CPC)

Rs.87.33 lakhs. (as per VII CPC)

MONTH AND YEAR OF CIRCULATION: February'2019

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CHAPTER - I

1.0 INTRODUCTION:

- Microwaves are electromagnetic waves with a frequency greater than 1 GHz (1,000,000 Hz). Microwave signal due to their inherently high frequencies, have relatively short wavelengths, hence the name "micro" waves. The wavelengths of microwave frequencies fall between 1 cm and 60 cm; slightly longer than the infrared energy. Operating in the microwave region solves many problems of the overcrowding in the radio spectrum. It also introduces additional benefits but also causes some unique problems. Working with equipment that operates in this region requires special knowledge and skills considerably different from those needed for conventional electronic equipment.
- For a typical microwave radio link, information originates and terminates at the terminal stations, while repeaters simply relay the information to the next downlink microwave station. Stations must be placed in a way that the terrain such as mountains, buildings and lakes, do not interfere with the transmission of signals. Geographic location of stations must be carefully selected in such a way that natural and man-made barriers do not interfere with propagation between stations
- The principal objective of the Railways Micro wave system needed for vital communication for Control Communication & all other Data circuits etc. just like STD circuits, Control communication, Data logger & all Data circuits back up for OFC circuits.
- The introduction of various computer based data networks for applications like PRS, UTS, FOIS, COIS, MIS, Railnet etc. coupled with tremendous advancement in communication technology and the need for taking advantage of this technology have all necessitated installation of Optic Fibre Communication (OFC) system consisting of OFC cable, Quad cable and associated electronics such as PD MUX, STM equipments etc. in the Railways. With this change in the scenario the traditional Microwave links will disappear to make room for the new advanced technology. Accordingly while manpower will be required for operation and maintenance of OFC assets, its requirement for microwave system will drastically reduce and disappear altogether in the near future. Therefore, to meet the requirement of the changing scenario following steps may be taken to ensure that newly installed OFC and quad cable based communication systems including data networks are effectively maintained by the existing staff including those working on Microwave system of communication:

1.1 ACKNOWLEDGEMENT:

- Work study team is grateful to Sri U.K.Verma, Sr DSTE/MLG, Sri B. Das, DSTE/MLG & Sri Santosh Kumar, SSE/TELE/HQ/MLG for their kind guidance and co-operation for conducting this study.
- The work study team is thankful to Smt. J. Gogoi , Chief OS/Sr DSTE's office/MLG for her 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.
- Focusing 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:

Adequacy of Staff Strength of Microwave Department under Sr DSTE/MLG of N.F.Railway HQ.

1.5 METHODOLOGY:

- a) Collection of data relating to workload.
- b) Discussion with Sr DSTE/DSTE & Subordinates and obtaining their views.
- c) Assess the workload for Micro wave station/field.
- d) Assess the workload for MLG/HQ & Field units.
- e) Assess the staff requirements for the above workload.

CHAPTER-II

SUMMARY OF WORK LOAD

1. Work Load of section:- (April'17 to March'18)

Bill Unit No.-704 (MLG, LAB, Rail net, Filed, MTRC)

Activity:-

- i) Maintaining of Digital UHF/Analog Microwave Communication system in MLG-LMG section. Replacement of aviation lamp of tower, alignment of antenna, DG set maintenance, Vehicle Maint by the staff.
- ii) Providing Railnet/Internet facility at Officers chamber, Residence and all others department office, maintaining video conference with Rly Board, Division & other important officers.
- iii) Maintains of PRS/UTS link of Railways & NRH locations of all over NFR.
- iv) Maintaining of FOIS , COIS network of NF Railway
- v) Providing the PA system in various programmes of NF Railway as well as MR/MoSR programmes at NF Railway & also maintenance of mobile Dish TV at RA, TV s sets provided at various officers rest house (Kamakya, Nambari, Shillong, NDLS) Officers chambers, Hospitals cabins & lounges, Holiday homes at different locations etc.
- vi) Repairing & maintenance of various Telecom assets.
- vii) Preparing of salary bill, bonus, TA, Contingent, Sanctioned OT, Night Allowance & other allowances for all Microwave staff

SN	Category	Scale	On Roll	BOS	Vacancy
1	SSE	9300-34800	11	18	7
2	JE	9300-34800	4	7	3
3	JE-II/Bridge	9300-34800	0	1	1
4	Sr.Tech	9300-34800	7	18	11
5	Tech/I	5200-20200	13	17	4
6	Tech/II	5200-20200	1	6	5
7	Tech/III	5200-20200	9	0	-9
8	Sr.Tech/OE	9300-34800	1	1	0
9	Tech/I/OE	5200-20200	0	1	1

10	Tech/II/OE	5200-20200	1	1	0
11	Tech/III/OE	5200-20200	0	0	0
12	Tech/II/Electrical	5200-20200	0	0	0
13	Tech/I/Tower	5200-20200	1	3	2
14	Tech/II/Tower	5200-20200	0	0	0
15	Tech/III/Tower	5200-20200	3	0	-3
16	Tech/Carp/I	5200-20200	0	0	0
17	Tech/III/Painter	5200-20200	0	0	0
18	Driver/I	5200-20200	1	4	3
19	Driver/II	5200-20200	1	1	0
20	Driver/III	5200-20200	1	0	1
21	Sr.Clerk	5200-20200	0	2	2
22	Jr.Clerk/G	5200-20200	0	1	1
23	Helper	5200-20200	28	30	2
24	Watchman	5200-20200	1	1	0
	Total		83	112	29

2. Work Load of section:- (April'17 to March'18)

Bill Unit No.-717 (Sr DSTE/MLGs office)

Activity:-

- Maintains all technical positions such as (a) data logger programming, analysis and maintenance (b) Daily failure analysis of signalling & telecom (c) Circuit diagram preparation (d) SWR preparation (e) Correspondence with HQ related to Circuits of signalling & telecoms.
- Maintenance of stores , preparation of requisition of non-stock items of signal and telecom gears.
- Preparing of work details positions such as budget, Estimate, Re-appropriation & sanction etc.
- Processing of various type of tender document & contract work sanction. AMC/ARC of telecom & signalling gears.
- Preparation of PCDO/MCDO, audit objection report, Railtel /Airtel, BSNL correspondence at various issues & also various type of telecom and signal correspondence with zonal HQ, Railway Board & other departments.
- Reply of various type of RTI, PNM issues.
- Marinating of various establishment matters of micro wave staffs i.e. promotion, posting, transfer, pension, leave, pass & other establishment issues.

SN	Category	Scale	On Roll	BOS	Vacancy
1	SSE	9300-34800	1	3	2
2	Tech/I	5200-20200	0	1	1
3	Chief OS/G	9300-34800	2	2	0
4	OS/G	9300-34800	1	1	0
5	Sr.Clerk/G	5200-20200	1	2	1
6	Jr.Clerk/G	5200-20200	2	1	-1
7	Steno	5200-20200	1	1	0
8	Ch.Typist	9300-34800	0	1	1
9	Ch.OS/E	9300-34800	1	1	0

10	OS/E	9300-34800	1	2	1
11	Helper	5200-20200	7	2	-5
12	Jd.Peon	5200-20200	0	1	1
	Total		17	18	01

3. Work Load of section:- (April'17 to March'18)

Bill Unit No.-706,727,732 (KIR, SJKL, BOE)

Activity:-

- Maintaining of Digital Microwave Communication system from SJKL-BOE-KIR
- Maintaining of Mobile Train Radio Communication system from SJKL-TETA-SUD-BOE-AZR-KDPR-HCR-BKRD-SM-EKI-OMLF-MLDT-LAV-KUQ-KIR.
- In connection with phasing out of Microwave cadre, all staff has been handed over to Division.
- They are also doing normal telecom work of respective division in addition to i) & ii) above as Railway Board letter no. 2001/Tele/MW/7/C/Pt. dtd. 04.04.2006 & 2010/Tele/6(2)/1, dtd. 01.01.2013.

SN	Category	Scale	On Roll	BOS	Vacancy
1	SSE	9300-34800	0	2	2
2	JE	9300-34800	1	1	0
3	Sr.Tech	9300-34800	0	3	3
4	Tech/I	5200-20200	4	7	3
5	Tech/II	5200-20200	4	4	0
6	Tech/III	5200-20200	0	1	1
7	Helper	5200-20200	6	8	2
Total			15	26	11

4. Work Load of section:- (April'17 to March'18)

Bill Unit No.-709,726,730 (SGUJ, GDA, KNE, TKG, NJP)

Activity :-

- Maintaining of Digital Microwave Communication system from NJP-KIR
- Maintaining of Mobile Train Radio Communication system from MLDT-KIR-PQZ
- Preparation of salary bill, bonus, TA, Contingent, Sanctioned OT, Night Allowance & other allowances for all Microwave staff.(KIR-APDJ)
- In connection with phasing out of Microwave cadre, all staff has been handed over to division.
- They are also doing normal telecom work of respective division in addition to i), ii) & iii) above as Railway Board letter no. 2001/Tele/MW/7/C/Pt. dtd. 04.04.2006 & 2010/Tele/6(2)/1 dtd.01.01.2013.

SN	Category	Scale	On Roll	BOS	Vacancy
1	SSE	9300-34800	1	3	2
2	JE	9300-34800	0	1	1
3	Sr.Tech	9300-34800	3	5	2
4	Tech/I	5200-20200	8	11	3
5	Tech/II	5200-20200	2	2	0
6	Tech/III	5200-20200	1	1	0
7	Tech/I/OE	5200-20200	0	1	1
8	Driver/I	5200-20200	0	0	0
9	Helper	5200-20200	12	9	-3
10	Sr.Clerk	5200-20200	0	0	0
	Total		27	33	6

5. Work Load of section:- (April'17 to March'18)

Bill Unit No.-705 (APDJ)

Activity:-

- Maintaining of Digital Microwave Communication system from NJP-KIR
- Maintaining of Mobile Train Radio Communication system from MLDT-KIR-PQZ
- Preparation OF Salary Bills, Bonus, TA, Contingent, Sanctioned OT, Night allowance & other allowances for all Microwave staff (KIR-APDJ).
- In connection with phasing out of Microwave cadre, all staff has been handed over to Division.
- They are also doing normal telecom work of respective division in addition to (i), (ii) & (iii) above as Railway Board Letter No. 2001/Tele/MW/7/C/Pt dated 04.05.2006 & 2010/Tele/6(2)/1 dated 01.01.2013.

SN	Category	Scale	On Roll	BOS	Vacancy
1	SSE	9300-34800	0	2	2
2	JE	9300-34800	1	1	0
3	Sr.Tech	9300-34800	0	5	5
4	Tech/I	5200-20200	6	7	1
5	Tech/II	5200-20200	0	1	1
6	Tech/III	5200-20200	2	0	-2
7	Helper	5200-20200	3	8	5
	Total		12	24	12

6. Work Load of section:- (April'17 to March'18)

Bill Unit No.-719,721,723,725,731,720

(HWX, ULB, RNY, KOJ, NBQ, SRPB, RPAN, LPN)

Activity:-

- Maintaining the Analog Microwave Communication system in MLG-LMG section
- Maintenance Digital Microwave Communication system from NBQ-SRPB

- iii) Maintaining of Mobile Train Radio Communication system from SBE-KOJ
- iv) In connection with Phasing out of Microwave cadre, all staff has been handed over to Division.
- v) They are also doing normal telecom work of respective division I addition to (i), (ii) & (iii) above as Railway Board Letter No. 2001/Tele/MWE/7/C/Pt dated 04.04.2006 & 2010/Tele/6(2)/1 dated 01.01.2013.

SN	Category	Scale	On Roll	BOS	Vacancy
1	SSE	9300-34800	1	1	0
2	JE	9300-34800	0	1	1
3	Sr.Tech	9300-34800	2	3	1
4	Tech/I	5200-20200	6	16	10
5	Tech/II	5200-20200	0	1	1
6	Tech/III	5200-20200	2	4	2
7	Helper	5200-20200	15	11	-4
	Total		26	37	11

7. Work Load of section:- (April'17 to March'18)

Bill Unit No.-710,718,703 (LMG, NLN, RXR. NJN.FKG.BPB, MXN, SLGR,BOJ,DBRT, TSK)

Activity:-

- (i) Staff administration is transfer to RG
- (ii) Maintenance of OFC & Various communication system LC Gate Communication, Control/ART/ARMV duty EC socket maintenance & VHF set communication.
- (iii) In connection with phasing out of Micro wave cadre, all staff has been handed over to Division.
- (iv) They are also doing normal telecom work of respective division in addition to (i) & (ii) above as Railway Board letter No.2001/Tele/MW/7/C/Pt dated 04.04.2006 & 2010/Tele/6(2)/1 dated 01.01.2013

SN	Category	Scale	On Roll	BOS	Vacancy
1	SSE	9300-34800	1	4	3
2	JE	9300-34800	2	6	4
3	Sr.Tech	9300-34800	4	8	4
4	Tech/I	5200-20200	9	24	15
5	Tech/II	5200-20200	0	6	6
6	Tech/III	5200-20200	5	7	2
7	Tech/I/OE	5200-20200	0	0	0
8	Tech/II/OE	5200-20200	0	0	0
9	Driver/II	5200-20200	0	0	0
10	Helper	5200-20200	27	30	03
	Total		48	85	37

8. Work Load of section:- (April'17 to March'18)

Bill Unit No.- 724 (Maligaon) Activity:- Nil

SN	Category	Scale	On Roll	BOS	Vacancy
1	Tech/I	5200-20200	0	0	0
2	Tech/II	5200-20200	0	0	0
3	Tech/III	5200-20200	0	0	0
4	Helper	5200-20200	0	0	0
		Total	0	0	0

9. Work Load of section:- (April'17 to March'18)

Bill Unit No.- 733 (KDER) Activity:- Nil

SN	Category	Scale	On Roll	BOS	Vacancy
1	Tech/I	5200-20200	0	0	0
2	Helper	5200-20200	0	0	0
3	Total	5200-20200	0	0	0

10. EXISTING SANCTION AND ON ROLL STAFF STRENGTH OF JE-II/ BRIDGE UNDER SR DSTE/MLG

UNIT	CATEGORY	Sanction	ON ROLL	VACANCY
BILL UNIT 704 MLG	JE-II/BRIDGE	01	NIL	01

CHAPTER-III

3.0 CRITICAL ANALYSIS OF EXISTING WORKLOAD AND STAFF REQUIREMENTS:

- The MW staff may be given necessary training on various aspects of operation and maintenance of OFC, quad cable assets as well as data networks and deployed accordingly. For this purpose, Zonal Training Centres should organize special courses to train the staff.
- Since OFC system is controlled by computer based network monitoring centre's located at Divisional Headquarters and local leads are provided by the divisions, the Telecom cadre including that dealing with various data networks, has to be necessarily Division controlled.
- As a corollary to above, the Head Quarter controlled MW (WTM) cadre and the Division-controlled (WTM) cadre will get redeployed gradually both in respect of control and functions as follows: -
- As and when headquarter-controlled MW posts against direct recruitment quota in Group 'C' at the level of Wireless Telecom Maintainer (WTM) Gr.III, JE (Telecom) Gr.II and SE (Telecom) and at the lowest Group 'D' level of Helper Gr.II, fall vacant these vacant posts will be transferred and added to the strength of corresponding cadre/grade in the Divisions.
- In the above process when there is no MW staff available to be promoted to the next higher grade, the vacant promotional quota post in MW will also be transferred to the Divisions and filled up by the divisions in various grades of Telecom Maintainers, JE(Telecom) and SE/SSE(Telecom)
- Future induction by way of recruitment to begin with and by promotion in due course will be to the cadre of Telecom Maintainers in the Divisions. Henceforth, there shall be no recruitment in WTM cadre either in the Headquarter controlled posts or in the Divisions. Further, no more posts would be created in the MW cadre. **Vide Railway Board's letter No.2001/Tele/MW/7/C/Pt dated 29/03/2006 para 2 (iii) d & e (placed at SN-19).**
- Any additional creation for new OFC and quad cable assets as per norms laid down, should first take into account the redundancy on the MW side with workload on this segment diminishing.

3.1 Work load of Sr Clerk (G):

The Sr Clerk is entrusted to work with establishment matters such as promotion, training, salary & wages maintains of personal record, issue of passes & PTOs and settlement of payment & other dues. The

present sanction strength is 02 and both the posts are vacant and also there is no incumbency to fill up this category. Keeping in view the above facts the study team considered that 01 Nos. post of Sr Clerk is adequate to cope up the future expansion of load and out of 02 Nos. of vacant post **01 post of Sr Clerk** may be surrendered.

PROPOSED STAFF STRENGTH OF UNDER SR DSTE/MLG (BU 704)

Bill Unit	CATEGORY	Scale	ON ROLL	BOS	VACANCY	Proposed BOS	Proposed Surrender
BU 704	Sr.Clerk/G	5200-20200	0	2	2	1	1
		Total	0	2	2	1	1

3.2 OS/E WORK LOAD:

This category is entrusted to look after establishment matters of staff, attendance, all establishment and stores correspondence. Based on the yard sticks he should review periodically to account for the workload and consequently update the competence and adequacy of the staff under Sr DSTE/MLG. He also monitor the audit cases, Pension cases, MACP of staff, Maintenance of P/Case also dealt with court cases under Sr DSTE/MLG of N.F.Railway .

Against the sanctioned strength of 02 Nos of OS/E posts, presently this office is running smoothly with 01 Nos. of OS/E categories and keeping 01No of OS/E post vacant , which may be recommended for surrender.

CHIEF TYPIST WORK LOAD :

This category is engaged to look after establishment matters of staff, attendance, all establishment and stores correspondence including typing activity of important letters. As an OS he is entrusted to monitor the audit cases, Pension cases, MACP of staff, Maintenance of P/Case also dealt with court cases of Controller of Stores under PCMM/MLG of N.F.Railway .

Against the sanctioned strength of 01 Nos of Chief/Typist posts, presently on roll strength is Nil. As on date there is no specific work load for Ch Typist and hence the vacant post of this category is recommended for surrender. Moreover, 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.**

JDR PEON WORK LOAD:

This category is presently employed to look after the cleaning activity in office premises & now a days this is done by Janitor/HQ through contractor agency. Hence, this category having no viable importance and may be easily surrendered.

The sanctioned strength of this category is 01 and lying vacant. Moreover, **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.**

PROPOSED STAFF STRENGTH OF UNDER SR DSTE/MLG (BU 717)

Bill Unit	CATEGORY	Scale	ON ROLL	BOS	VACANCY	Proposed BOS	Proposed Surrender
BU 717	OS/E	9300-34800	01	02	01	01	1
	Ch.Typist	9300-34800	0	1	1	0	1
	Jd.Peon	5200-20200	0	1	1	0	1
		Total	1	4	3	01	03

3.3 TECH-I/OE WORK LOAD:

Maintenance of DG sets, oil filtration, switching on/off during power failure, changing of Lubricating oil replacement etc. Presently this post is lying vacant and can be easily surrendered. Hence. 01 no vacant post of Tech/OE is recommended for surrender.

PROPOSED STAFF STRENGTH OF UNDER SR DSTE/ MLG (709,726,730 (SGUJ, GDA, KNE, TKG, NJP)

Bill Unit	CATEGORY	Scale	ON ROLL	BOS	VACAN CY	Proposed BOS	Proposed Surrender
709,726,730	Tech /I/OE	5200-20200	0	1	1	0	1
		Total	0	1	1	0	1

3.4 TECH-I WORK LOAD:

- This category is engaged in battery maintenance of 24 Volt battery bank at different stations
- Distilled water plant maintenance.
- Voice channel testing with 800 Hz oscilloscope of every station.
- Carry out adjustment of band width of voice frequency.
- Voice Frequency repeater circuit testing.
- Parabolic antenna alignment etc.

In connection with phasing out of microwave cadre presently 37 posts are vacant of different bill units. Considering promotional avenue and other aspects 24 vacant posts are kept aside and 13 vacant posts of this category may be recommended for surrender and other manned staffs are doing normal telecom duty in respective section, the summarised position of Tech-I is appended below:

PROPOSED STAFF STRENGTH UNDER SR DSTE/ MLG

- (i) 704 (MLG,LAB, Railnet, Field, MTRC)
- (ii) 717, (Sr DSTE/MLG's office)
- (iii) 706, 727, 732(KIR, SJKL,BOE)
- (iv) 709,726,730 (SGUJ, GDA,KNE,TKG,NJP)
- (v) 705 (APDJ)
- (vi) 719,721,723,725,731,720(HWX, ULB, RNY,KOJ,NBQ,SRPB,RPAN,LPN)
- (vii) 710,718,703(LMG,NLN,RXR,NJN,FKG,BPB,MXN,SLGR,BOJ,DBRT,TSK)

Bill Unit	CATEG ORY	Scale	ON ROLL	BOS	VAC ANC Y	Propose d BOS	Proposed Surrender
704	Tech-I	5200-20200	13	17	4	17	0
717	Tech-I	5200-20200	0	1	1	0	1
706, 727, 732	Tech-I	5200-20200	4	7	3	7	0
709,726,730	Tech-I	5200-20200	8	11	3	11	0
705	Tech-I	5200-20200	6	7	1	7	0
719,721,723,725,731,720	Tech-I	5200-20200	6	16	10	8	8
710,718,703	Tech-I	5200-20200	9	24	15	20	4
		Total	46	83	37	70	13

3.5 JE-II Bridge

The post of JE-II/Bridge is lying vacant since long and as on date there is no specific work for this category, hence the vacant post of JE-II/Bridge is recommended for surrender.

PROPOSED STAFF STRENGTH OF UNDER SR DSTE/ MLG (BU 704)

Bill Unit	CATEGORY	Scale	ON ROLL	BOS	VACA NCY	Proposed BOS	Proposed Surrender
704	JE-II/BRIDGE	9300-34800	0	0	1	0	1
		Total	0	0	1	0	1

**Summarised BOS, ON Roll & Vacancy position prepared on the basis of work load
submitted by Sr DSTE/MLG's office**

(As on 01.04.2018)						
SN	Category	Scale	G/Pay	BOS	On Roll	Vacancy
1	SSE	9300-34800	4600	33	15	18
2	JE	9300-34800	4200	17	8	9
3	JE-II/Bridge	9300-34800	4200	1	0	1
4	Sr.Tech	9300-34800	4200	42	16	26
5	Tech/I	5200-20200	2800	83	46	37
6	Tech/II	5200-20200	2400	20	7	13
7	Tech/III	5200-20200	1900	13	19	-6
8	Sr.Tech/OE	9300-34800	4200	1	1	0
9	Tech/I/OE	5200-20200	2800	2	0	2
10	Tech/II/OE	5200-20200	2400	1	1	0
11	Tech/III/OE	5200-20200	1900	0	0	0
12	Tech/II/Electrical	5200-20200	2400	0	0	0
13	Tech/I/Tower	5200-20200	2800	3	1	2
14	Tech/II/Tower	5200-20200	2400	0	0	0
15	Tech/III/Tower	5200-20200	1900	0	3	-3
16	Tech/Carp/I	5200-20200	2800	0	0	0
17	Tech/III/Painter	5200-20200	1900	0	0	0
18	Driver/I	5200-20200	2800	4	1	3
19	Driver/II	5200-20200	2400	1	1	0
20	Driver/III	5200-20200	1900	0	1	-1
21	Chief OS/G	9300-34800	4600	2	2	0
22	OS/G	9300-34800	4200	1	1	0
23	Sr.Clerk/G	5200-20200	2800	4	1	3
24	Jr.Clerk/G	5200-20200	1900	2	2	0
25	Steno	5200-20200	2400	1	1	0
26	Ch.Typist	9300-34800	4200	1	0	1
27	Ch.OS/E	9300-34800	4600	1	1	0
28	OS/E	9300-34800	4200	2	1	1
29	Helper	5200-20200	1800	98	98	0
30	Watchman	5200-20200	1800	1	1	0
31	Jdr.Peon	5200-20200	1800	1	0	1
				335	228	107

CHAPTER-IV

4.0

PROPOSED & SURPLUS STAFF

As discussed in critical analysis in para-3 of Chapter- III, the proposed strength and proposed surplus staff of Sr Clerk/E, OS/E, Ch Typist, Jdr Peon, Tech O/E, Tech-I, & JE/Bridge under Sr DSTE/MLG (Microwave) is tabulated below : –

Bill Unit	CATEGORY	Scale	Grade Pay	SANC TION ED	ON ROLL	VACAN CY	Prop osed BOS	Propos ed surplus
704	Sr.Clerk/G	5200-20200	2800	2	0	2	1	1
717	OS/E	9300-34800	4200	2	1	1	1	1
	Ch.Typist	9300-34800	4600	1	0	1	0	1
	Jd.Peon	5200-20200	1800	1	0	1	0	1
709,726,730	Tech /I/OE	5200-20200	2800	1	0	1	0	1
704	Tech-I	5200-20200	2800	17	13	4	17	0
717	Tech-I	5200-20200	2800	1	0	1	0	1
706, 727, 732	Tech-I	5200-20200	2800	7	4	3	7	0
709,726,730	Tech-I	5200-20200	2800	11	8	3	11	0
705	Tech-I	5200-20200	2800	7	6	1	7	0
719,721,723,725,731, 720	Tech-I	5200-20200	2800	16	6	10	08	8
710,718,703	Tech-I	5200-20200	2800	24	9	15	20	4
704	JE-II/ BRIDGE	9300-34800	4200	1	0	1	0	1
			Total	103	54	49	84	19

CHAPTER-V

5.0

RECOMMENDATION

After critical examination of the workload and activities out of **107 vacant posts** total **19 Nos of posts** (viz. Sr Clerk/G -01 No, OS/E- 01 No, Ch Typist- 01 No, Jdr Peon- 01 No, Tech-I/OE- 01 No, Tech/I- 13 Nos, ,& JE-Bridge- 01 No.) under Sr DSTE/MLG (Microwave) are surplus, which may be surrendered and the BOS may be corrected accordingly.

CHAPTER-VI

6.0

EXPENDITURE / FINANCIAL SAVINGS PER ANNUM

The expenditure involved in surplus posts per annum is as follows-

SN	SCALE (In Rs)	G/ PAY	Category	No. of Posts surpl us	Expenditure per month as Salary in Rs (As per VI CPC)	Total Expenditure incurred per annum due to staff salary in Rs (As per VI CPC)	As per VII CPC per anum
1.	5200- 20200	2800	Tech-I/OE	1	32962/-	32962/-X 12 = 395544/-	450576/-
2.	9300- 34800	4200	OS/E	1	56568/-	56568/- X 12 = 678816/-	555912/-

3.	9300-34800	4200	Ch Typist	1	56568/-	56568/- X 12 = 678816/-	555912/-
4	5200-20200	1900	JDR Peon	1	32062/-	32062 X 12 = 384744/-	306972/-
5	5200-20200	2800	Tech-I/OE	1	32962/-	32962/-X 12 = 395544/-	450576/-
6	5200-20200	2800	Tech-I	13	32962/-	32962/-X 12 X13 = 5142072/-	450576/- X 13 = 5857488/-
8	9300-34800	4200	JE/Bridge	1	56568/-	56568/- X 12 = 678816/-	555912/-
Total				19		83,54,352/-	87,33,348/-

Total surplus for surrender= 19 posts

Projected Recurring savings / annum = Rs.83.54 lakhs. (as per VI CPC)

Rs.87.33 lakhs. (as per VII CPC)

CHAPTER – VII

7.0

READY RECKONER (as per VI CPC)

SCALE (In Rs)	G/Pay	Mean Pay	SDA (12.5%)	DA (125%)	Total Salary PM
9300-34800	4200	22050	2756	27562	56568
5200-20200	2800	12700	1587	15875	32962
5200-20200	1900	12700	1587	15875	32062
5200-20200	1800	12700	1587	15875	31062

READY RECKONER (as per VII CPC)

SCALE (In Rs)	G/Pay	Starting Pay	DA (9 %)	SDA (10 %)	Total Salary PM	Total Salary Per Annum
9300-34800	4200	35400	3186	3540	46326	555912/-
5200-20200	2800	29200	2628	2920	37548	450576/-
5200-20200	1900	19900	1791	1990	25581	306972/-

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