

NORTHEAST FRONTIER RAILWAY



WORK STUDY REPORT

ON

**REVIEW OF STAFF STRENGTH OF PAINTER, CARPENTER, MASON, MOTOR MECHANIC,
TROLLEYMAN & BLACKSMITH UNDER SR DSTE APDJ OF ALIPURDUAR DIVISION.**

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STUDY NO. WSNF/ 79/2018 -19

CASE NO. Z/375/10/79/2018 -19

CENTRAL PLANNING ORGANISATION

N. F. RAILWAY/MALIGAON

GUWAHATI - 781011.

EXECUTIVE SUMMARY

SUBJECT : Review of Staff Strength of painter, Carpenter, Mason, Motor Mechanic, Trolley Man & Black Smith under Sr DSTE/APDJ of Alipurduar Division.

STUDY NO : WSNF/79/2018-19

CASE NO : Z/375/10/79/2018-19

AUTHORITY : SDGM/N.F.R.

CONCERN DIV. : APDJ.

DEPARTMENT : S&T.

DATE OF COMMENCEMENT : 31/11/2018

DATE OF COMPLETION : 02/01/2019

DATE OF SUBMISSION : 02/01/2019

TERMS OF REFERENCE:

Approved annual Programme of Work Study.

NOS. OF RECOMMENDATION: 1(One)

In this work study 25 nos. of vacant posts of Porter has identified as surplus and proposed for surrender.

PROJECTED MAN POWER: 25 Posts.

PROJECTED FINANCIAL SAVING: Rs 114.01 Lakhs per annum.

MONTH AND YEAR OF CIRCULATION: March/2019

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CHAPTER-1

1. INTRODUCTION

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 this objectives, The Railway Board has emphasized to take up review of staff strength of various departments in the Railway. In pursuance of this policy of Railway Board, the central planning Organisation of N.F.Railway/Maligaon has conducted this work study on requirements of Staff under Sr DSTE/APDJ of APDJ Division.

1.1 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.

1.2 AUTHORITY:

SDGM / N.F.Railway.

1.3 TERMS OF REFERENCE:

Approved Annual Work Study Programme

1.4 METHODOLOGY:

- a) Collection of data relating to workload.
- b) Discussion with Sr DSTE/APDJ & Subordinates and obtaining their views.
- c) Assess the workload for Commercial /field activity.
- d) Assess the workload for APDJ division's field units.
- e) Assess the staff requirements for the above workload.

1.5 ACKNOWLEDGEMENT:

Work study team is grateful to Sri Sanjeev Bachra, Sr DSTE/APDJ, Sri S.P.Mallick ADSTE/APDJ, for their kind guidance and co-operation for conducting this study. The work study team is thankful to Sri Gautam Dutta SSE/Tele/HQ for his assistance rendered to the work study team for conducting the subject study.

- 1.6. Sr DSTE/APDJ has nominated Sri S.P.Mallick ADSTE/APDJ ADSTE/APDJ as associated officer and Sri Gautam Dutta SSE/SIG/HQ as associated supervisor for the said study (placed as Annex-I)

CHAPTER –III

CRITICAL ANALYSIS OF EXISTING WORK LOAD AND STAFF REQUIREMENTS

The scope of the study is restricted only in the categories of Mason, Motor Mechanic, Trolley man , Carpentry & Blacksmith staff in the S&T department on the basis of redundancy of work load due to inclusion of advanced technology.

Redundancy of work load B/Smith

In S&T Department modernization is done by replacing Mechanical Signal By Electrical & Electronics Signalling. In the APDJ division also all the stations are equipped with RRI, SSI & P.I (All Electrical & Electronics signalling). Hence, work load of Staff is reduced many fold.

TROLLEY MAN

In absolute block working, Push trolley working requires 4(four) trolley men, whereas push trolley may not require permission to enter in Block Section, i.e, without line clear it can proceed, which is very essential for P/way staff for checking and repairing of track in Block section as well as station section, but in absolute block system working, the work of signal Dept. is bounded in between Distant signal to Distant signal of both side, thus use of Push trolley is not mandatory for signaling work. In APDJ division the block working is absolute block system, so there is no track circuiting in block section as required in Automatic Block working, hence, all the S&T gears are within station section . Now-a-days train communication to all stations is improved, hence staff movement by trolley is not justified , except any emergency. However, during emergency it is justifiable to move by motor trolley instead of push trolley for speedy movement and in motor trolley working one motor man/driver is required and other staff may be utilized to keep it ON track and OFF track, for this purpose designated Trolley man may not required. Moreover, the motor trolley proceed in block section with proper line clear, so it is not required to OFF track in mid-section as like as push trolley.

Thus, introduction of Motor trolley and as well as improvement of train communication causes redundancy of work load of Trolley man

PAINTER :

In S&T Department modernization is done by replacing Mechanical Signal By Electrical & Electronics Signalling. In the APDJ division also all the stations are equipped with RRI, SSI & P.I (All Electrical & Electronics signalling). Moreover, painting works are presently carried out by out agencies. Hence, work load of Painter is reduced many fold.

CARPENTER:

In S&T Department modernization is done by replacing Mechanical Signal By Electrical & Electronics Signalling. In the APDJ division also all the stations are equipped with RRI, SSI & P.I (All Electrical & Electronics signalling). Moreover, WOODEN works are presently no use at all. Hence, work load of Painter is reduced many fold.

MASON:

In S&T Department modernization is done by replacing Mechanical Signal By Electrical & Electronics Signaling. In the APDJ division also all the stations are equipped with RRI, SSI & P.I (All Electrical & Electronics signaling). Moreover, Mason works are presently carried out by out agencies. Hence, work load of Mason is reduced many fold.

MOTOR MECHANIC:

In S&T Department modernization is done by replacing Mechanical Signal By Electrical & Electronics Signaling. In the APDJ division also all the stations are equipped with RRI, SSI & P.I (All Electrical & Electronics signaling). Moreover, Motor Mechanic works are presently carried out by out agencies. Hence, work load of M. Mechanic is reduced many fold.

DISTRIBUTION OF STAFF UNDER SR DSTE OF ALIPUDUAR DIVISION

SN	Station	Category	Pay band	Grade pay	BOS	On Roll strength	Vacancy
1	APDJ	B/Smith/MCM	9300-34800	4200	1	1	
		B/Smith/I	5200-20200	2800	1	1	
		B/Smith/II	5200-20200	2400	1	0	+1
		Painter /I	5200-20200	2800	1	1	
		Carpenter/MCM	9300-34800	4200	1	1	
		Carpenter/I	5200-20200	2800	0	0	
		Mason /I	5200-20200	2800	1	0	+1
		Motor Mechanics-III.	5200-20200	1900	1	0	+1
		Hd Trolley Man	5200-20200	1800	5	1	+4
2	NOQ	B/Smith/I	5200-20200	2800	1	1	
		B/Smith/III	5200-20200	1900	1	1	
3	DLO	B/Smith/I	5200-20200	2800	1	1	
4	NMZ	Motor Mechanics-I.	5200-20200	2800	1	0	+1
		B/Smith/MCM	9300-34800	4200	1	1	
		Hd Trolley Man .	5200-20200	1800	2	1	+1
5	MBZ	B/Smith/I	5200-20200	2800	1	1	
		B/Smith/III	5200-20200	1900	1	1	
6	APDJ TEST ROOM.	Carpenter/I	5200-20200	2800	1	1	
5	NCB	BlackSmith/MCM	9300-34800	4200	2	1	+1
		Black Smith-I	5200-20200	2800	4	2	+2
		Painter/MCM	9300-34800	4200	1	1	
		Carpenter/I	5200-20200	2800	1	1	
		Carpenter -III	5200-20200	1900	1	1	
		Painter-I	5200-20200	2800	1	1	
		Motor Mechanic/MCM	9300-34800	4200	1	0	+1
		Motor Mechanics-I.	5200-20200	2800	1	0	+1
		Hd Trolley Man .	5200-20200	1800	2	0	+2
6	FKM	B/Smith/I	5200-20200	2800	1	1	

		B/Smith/III	5200-20200	1900	1	1	
		Motor Mechanics-I.	5200-20200	2800	1	1	
		Carpenter/I	5200-20200	1900	1	0	+1
		Hd Trolley Man	5200-20200	1800	5	0	+5
		Sr Trolley Man	5200-20200	1800	1	1	
7	BSGN	Motor Mechanic/MCM	9300-34800	4200	1	1	
8	GKJ	B/Smith/I	5200-20200	2800	1	1	
		Jr Trolley Man	5200-20200	1800	4	1	+3
9	Sr DSTE /OFFICE	Hd Trolley Man	5200-20200	1800	1	0	+1
		Sr Trolley Man	5200-20200	1800	1	1	
			TOTAL		54	28	26

CHAPTER –III

3.0. CRITICAL ANALYSIS OF EXISTING WORK LOAD AND STAFF REQUIREMENTS

The scope of the study is restricted only in the categories of Painter, Carpenter, Mason, Motor Mechanic, Trolley Man and Black Smith Staff of S&T department on the basis of redundancy of work load due to inclusion of advanced technology.

3.1. Redundancy of work load B/Smith

In S & T Department modernization is done by replacing Mechanical Signal By Electrical & Electronics Signaling. In the APDJ division also all the stations are equipped with RRI, SSI & P.I (All Electrical & Electronics signaling). Hence, work load of B/smith is reduced many fold.

3.2. TROLLEY MAN

In absolute block working, Push trolley working requires 4(four) trolley men, whereas push trolley may not require permission to enter in Block Section, i.e, without line clear it can proceed, which is very essential for P/way staff for checking and repairing of track in Block section as well as station section, but in absolute block system working, the work of signal Dept. is bounded in between Distant signal to Distant signal of both side, thus use of Push trolley is not mandatory for signaling work. In APDJ division the block working is absolute block system, so there is no track circuiting in block section as required in Automatic Block working, hence, all the S&T gears are within station section . Now-a-days train communication to all stations is improved, hence staff movement by trolley is not justified , except any emergency. However, during emergency it is justifiable to move by motor trolley instead of push trolley for speedy movement and in motor trolley working one motor man/driver is required and other staff may be utilized to keep it ON track and OFF track, for this purpose designated Trolley man may not required. Moreover, the motor trolley proceed in block section with proper line clear, so it is not required to OFF track in mid-section as like as push trolley.

Thus, introduction of Motor trolley and as well as improvement of train communication causes redundancy of work load of Trolley man.

3.3. PAINTER :

In S&T Department modernization is done by replacing Mechanical Signal By Electrical & Electronics Signaling. In the APDJ division also all the stations are equipped with RRI, SSI & P.I (All Electrical & Electronics signaling). Moreover, painting works are presently carried out by out agencies. Hence, work load of Painter is reduced many fold.

3.4. CARPENTER:

In S&T Department modernization is done by replacing Mechanical Signal By Electrical & Electronics Signaling. In the APDJ division also all the stations are equipped with RRI, SSI & P.I (All Electrical & Electronics signaling). Moreover, WOODEN works are presently no use at all. Hence, work load of Carpenter is reduced many fold.

3.5. MASON:

In S&T Department modernization is done by replacing Mechanical Signal By Electrical & Electronics Signaling. In the APDJ division also all the stations are equipped with RRI, SSI & P.I (All Electrical & Electronics signaling).). Moreover, Mason works are presently carried out by out agencies. Hence, work load of Mason is reduced many fold.

3.6. MOTOR MECHANIC:

In S&T Department modernization is done by replacing Mechanical Signal By Electrical & Electronics Signaling. In the APDJ division also all the stations are equipped with RRI, SSI & P.I (All Electrical & Electronics signaling).). Moreover, Motor Mechanic works are presently carried out by out agencies. Hence, work load of M. Mechanic is reduced many fold.

3.1. EXISTING SANCTIONED AND IDENTIFIED SURPLUS POSTS:

DISTRIBUTION OF STAFF UNDER SR DSTE OF ALIPUDUAR DIVISION

SN	Station	Category	Pay band	Grade pay	BOS	On Roll strength	Vacancy	Identified Surplus
1	APDJ	B/Smith/MCM	9300-34800	4200	1	1		
		B/Smith/I	5200-20200	2800	1	1		
		B/Smith/II	5200-20200	2400	1	0	+1	1
		Painter /I	5200-20200	2800	1	1		
		Carpenter/MCM	9300-34800	4200	1	1		
		Carpenter/I	5200-20200	2800	0	0		
		Mason /I	5200-20200	2800	1	0	+1	1
		Motor Mechanics-III.	5200-20200	1900	1	0	+1	1
		Hd Trolley Man	5200-20200	1800	5	1	+4	4
2	NOQ	B/Smith/I	5200-20200	2800	1	1		
		B/Smith/III	5200-20200	1900	1	1		
3	DLO	B/Smith/I	5200-20200	2800	1	1		
4	NMZ	Motor Mechanics-I.	5200-20200	2800	1	0	+1	1
		B/Smith/MCM	9300-34800	4200	1	1		
		Hd Trolley Man .	5200-20200	1800	2	1	+1	1
5	MBZ	B/Smith/I	5200-20200	2800	1	1		
		B/Smith/III	5200-20200	1900	1	1		
6	APDJ TEST ROOM.	Carpenter/I	5200-20200	2800	1	1		
5	NCB	BlackSmith/MCM	9300-34800	4200	2	1	+1	
		Black Smith-I	5200-20200	2800	4	2	+2	2
		Painter/MCM	9300-34800	4200	1	1		
		Carpenter/I	5200-20200	2800	1	1		
		Carpenter -III	5200-20200	1900	1	1		
		Painter-I	5200-20200	2800	1	1		
		Motor Mechanic/MCM	9300-34800	4200	1	0	+1	1
		Motor Mechanics-I.	5200-20200	2800	1	0	+1	1

		Hd Trolley Man .	5200-20200	1800	2	0	+2	2
6	FKM	B/Smith/I	5200-20200	2800	1	1		
		B/Smith/III	5200-20200	1900	1	1		
		Motor Mechanics-I.	5200-20200	2800	1	1		
		Carpenter/I	5200-20200	1900	1	0	+1	1
		Hd Trolley Man	5200-20200	1800	5	0	+5	5
		Sr Trolley Man	5200-20200	1800	1	1		
7	BSGN	Motor Mechanic/MCM	9300-34800	4200	1	1		
8	GKJ	B/Smith/I	5200-20200	2800	1	1		
		Jr Trolley Man	5200-20200	1800	4	1	+3	3
9	Sr DSTE /OFFICE	Hd Trolley Man	5200-20200	1800	1	0	+1	1
		Sr Trolley Man	5200-20200	1800	1	1		
			TOTAL		54	28	26	25

CHAPTER-IV

RECOMMENDATION

In this work study 25 nos. of vacant posts has identified as surplus of Mason, Motor Mechanic, Trolley Man, Carpentry & Blacksmith and proposed for surrender, which may be deleted from the working BOS.

CHAPTER- V

S N	Category	Pay Band	G/Pay	Basic Pay in Rs	Revised Pay as per 7th CPC	Salary per annum in INR	Nos. of posts proposed for surrender	Total amount in Rs
1	Mason -I	5200-20200/-	2800	15,500	39,835	4,78,020	1	4,78,020
2	Motor Mechanics-I.	5200-20200	2800	15,500	39,835	4,78,020	3	14,34,060
3	Motor Mechanics-III.	5200-20200	1900	14,600	37,522	4,50,264	1	4,50,264
4	Hd Trolley Man .	5200-20200	1800	14,500	37,265	4,47,180	13	58,13,340
5	Black Smith-I	5200-20200	2800	15,500	39,835	4,78,020	3	14,34,060
6	Jr Trolley Man .	5200-20200	1800	14,500	37,265	4,47,180	3	13,41,540
7	Carpenter	5200-20200	1900	14,600	37,522	4,50,264	1	4,50,264
						TOTAL	25	114.01 Lakh (approx)

FINANCIAL IMPLICATION

5.1. PROJECTED FINANCIAL SAVINGS PER ANNUM

Rs.114.01Lakhs (say) per annum

CHAPTER - VI

6.0. READY RECKONER

Band	Pay	GP	Mean pay	Basic Pay in Rs	M.F. of 7th CPC(2.57) & revised Pay	Salary per annum in INR
9300-34800		4600	22050	26,650	68,490.5	8,21,886
9300-34800		4200	22050	26,250	67,462.5	8,09,550
5200-20200		2800	12700	15,500	39,835	4,78,020
5200-20200		2400	12700	15,100	38,807	4,65,684
5200-20200		2000	12700	14,700	37,779	4,53,348
5200-20200		1900	12700	14,600	37,522	4,50,264
5200-20200		1800	12700	14,500	37,265	4,47,180