



**REVIEW OF STAFF STRENGTH  
OF  
TNC STAFF OVER JAIPUR DIVISION**

**(G/HQ/WS/463/33/TNC/JP/2017-18)**

**GUIDED BY**

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**WORK STUDY ORGANIZATION  
NORTH WESTERN RAILWAY  
JAIPUR**

## EXECUTIVE SUMMARY

|                              |   |           |           |             |
|------------------------------|---|-----------|-----------|-------------|
| Sr. No.                      | <b>33</b>   |           |           |             |
| Study No.                    | G/HQ/WS/463/33/TNC/JP/2017-18                               |           |           |             |
| Subject                      | Review of staff strength of TNC Staff over Jaipur Division. |           |           |             |
| Area                         | Operating department over Jaipur division.                  |           |           |             |
| Division                     | Jaipur  |           |           |             |
| Department                   | Operating   |           |           |             |
| Terms of Reference           | Assessment of Man Power requirement                         |           |           |             |
| Present Cadre                | <b>Cat.</b>   | <b>SS</b> | <b>OR</b> | <b>Vac.</b> |
|                              | CTNC/ STNC/<br>TNC  | 41        | 23        | 18          |
| Proposed Cadre               | <b>26</b>   |           |           |             |
| Projected Surplus Man Power  | <b>15</b>   |           |           |             |
| Total No. of Recommendations | <b>04</b>   |           |           |             |
| Financial Implication        | <b>Rs.108.34 Lac per annum.</b>                             |           |           |             |
| Month of Circulation         | <b>May' 2018</b>  |           |           |             |

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**1.0 INTRODUCTION:**

Operating department, working under the control of Sr.DOM, is the back-bone of Railways and the control office of this department works like a brain of the Railway system as it provides smooth, safe and punctual running of trains. Besides this, the role of manpower to handle files related to establishment of Operating staff and Operational activities related to Operating organization cannot be ignored.

The requirement of staff has decreased due to computerization of offices and better output from the staff as a result of training to them. There have been dynamic change in the technology and modernization, computerization, mechanization of operating system, equipment and facilities etc. are taking place at fast rate to meet the challenges of operating ratio of Indian railways. To meet the challenges of the changing environment, systematic manpower planning is essential. Therefore a category-wise analysis of staff should be carried out, to identify the surplus and to arrange manpower in the areas of need. This adjusts the surplus in one category to other categories, where there is demand. Manpower planning ensures that the existing manpower is utilized to the maximum extent.

All efforts should be made to ensure that the revenue is spent carefully over assets, infrastructure and manpower. In other words, Railway administration should curtail wasteful expenditure in operational and maintenance costs so as to bring down the 'operating ratio' which is the prime indicator of Railway's financial efficiency.

In recent past various technology updates have taken place in train operations. Various Data Handlings of Trains are being managed through software like-COIS, FOIS, COA & TMS etc. This has reduced the manual efforts in compilation of statistical reports.

Executive Director (Trg. & MPP) in her DO letter no. E(MPP)2006/1/89; dated: 04.10.2006, sent to GMs of all Railway and units have specifically mentioned that after introduction of COIS and FOIS, category of Train Clerks considered under diminishing category.

Keeping in view the above mentioned factors, SDGM has approved the Work Study on optimization of manpower of TNC staff of operating department over Jaipur division.

|                  |                        |
|------------------|------------------------|
| <b>CHAPTER 2</b> | <b>ACKNOWLEDGEMENT</b> |
|------------------|------------------------|

### **2.1 Coordinating Officials of the department:**

The Work Study Team expresses its sincere thanks and gratitude to Sh. K. K. Meena, Sr. DOM/JP, Co-ordinators Shri S. K. Meena, CTNC/Control Office/JP and Shri Hanuman Singh, Ch. OS/ Control Office/JP and also thankful to divisional staff for co-operation during the course of study.

### **2.2 Terms of Reference:**

This study has been conducted under the following terms of reference:-

- i) Review of staff vis-a-vis workload on existing working conditions.
- ii) Suggesting the ways and means for improving the system economically and efficiently.

### **2.3 Methodology Adopted:**

The following techniques of method study as well as work measurement have been applied to conduct the study:-

- i) Data collection and its critical analysis to arrive on factual status of present working.
- ii) Analyzing effect of introduction of improved technology in work process.
- iii) Holding discussions at various levels with a view to produce fruitful results.
- iv) Sample checks and spot observations.

### **2.4 Field units visited:**

Work study team has visited at Operating department in DRM office JP and all the other locations where Train Clerks are deputed to perform work like- Control office/JP, Railway station- Jaipur , Kanakpura and Phulera Jn.

**3.1 POLICY REGARDING MANNING OF CMS LOBBY**

**NORTH WESTERN RAILWAY**

**HQ OFFICE  
JAIPUR**

No. 655E/1/Cadre/CMS Lobby/NWR

Dated 20/30.09.2010

**Divisional Railway Manager(P)  
North Western Railway,  
JU, BKN, JP & AII.**

Sub.: Manning of Crew Management System(CMS) Lobby.  
Ref.: COM/NWR's letter No. M.134/Cadre/Running Staff(Loose)  
dated 30.03.10  
CME & COM/NWR's letter No. M.133/CMS/Vol.I dated 30.01.2008.

++++

In reference to COM/NWR Letter dated 30.03.2010, the manpower requirement of CMS lobbies on NWR zone has been worked out as under:-

**AJMER Division**

| Name of Lobby | Chief Lobby Supervisor (Mech.Deptt) | Lobby Supervisor (Mech.Deptt) | Lobby Supervisor (Traffic Deptt) | Lobby Operator | Total |
|---------------|-------------------------------------|-------------------------------|----------------------------------|----------------|-------|
| Ajmer         | 1                                   | 4                             | -                                | 8              | 13    |
| Abu Road      | 1                                   | 4                             | 4                                | 8              | 17    |
| Udaipur       | 1                                   | 4                             | -                                | 4              | 9     |
| Marwar Jn     | 1                                   | 4                             | -                                | 4              | 9     |
| Total         | 4                                   | 16                            | 4                                | 24             | 48    |

Ajmer Division has to give 4 lobby supervisors (Traffic) from ASM's and 20 Lobby Operator from TNC/Clerical categories.

The posts to be transfer have been decided as under:-

| Posts | No. of Posts | Grade (Rs) | GP (Rs) |
|-------|--------------|------------|---------|
| ASMs  | 04           | 5200-20200 | 2800    |
| TNCs  | 05           | 5200-20200 | 1900    |
| TNCs  | 05           | 5200-20200 | 2400    |
| TNCs  | 10           | 9300-34800 | 4200    |
| Total | 24           |            |         |

1. These Posts can be give along with staff or pure vacancies may be offered to Sr.DME(P) for manning the CMS lobbies. The chief lobby supervisors (Mech.Deptt.) Lobby supervisors (Mech.Deptt.) and 4 Lobby Operator will be provided by Mech.Deptt.

(2)



2. In addition 4 posts of ASMs in the grade 5200-20200 in grade pay Rs. 2800/- will be transferred from Ajmer Division to Jaipur Division for manning of phulera CMS lobby.

**BIKANER Division**

| Name of Lobby | Chief Lobby Supervisor (Mech.Deptt) | Lobby Supervisor (Mech.Deptt) | Lobby Supervisor (Traffic Deptt) | Lobby Operator | Total |
|---------------|-------------------------------------|-------------------------------|----------------------------------|----------------|-------|
| Bikaner       | 1                                   | 4                             | -                                | 4              | 9     |
| Hisar         | 1                                   | 4                             | 4                                | 8              | 17    |
| Rewari        | 1                                   | 4                             | -                                | 8              | 13    |
| Suratgarh     | 1                                   | 4                             | 4                                | 8              | 17    |
| Churu         | -                                   | -                             | -                                | 4              | 4     |
| Hanumangarh   | 1                                   | 4                             | -                                | 4              | 9     |
| Total         | 5                                   | 20                            | 8                                | 36             | 69    |

The posts to be offered by traffic deptt. Will be as under:-

| Posts | No. of Posts | Grade (Rs) | GP (Rs) |
|-------|--------------|------------|---------|
| ASMs  | 08           | 5200-20200 | 2800    |
| TNCs  | 16           | 5200-20200 | 1900    |
| TNCs  | 04           | 5200-20200 | 2400    |
| Total | 28           |            |         |

The posts of chief lobby supervisors, Lobby supervisors (Mech.Deptt.) and reaming 16 posts of Lobby Operator will be provided by Mech.Deptt.

**JAIPUR Division**

| Name of Lobby | Chief Lobby Supervisor (Mech.Deptt) | Lobby Supervisor (Mech.Deptt) | Lobby Supervisor (Traffic Deptt) | Lobby Operator | Total |
|---------------|-------------------------------------|-------------------------------|----------------------------------|----------------|-------|
| Jaipur        | 1                                   | 4                             | 4                                | 8              | 17    |
| Phulera       | 1                                   | 4                             | 4                                | 8              | 17    |
| Bandikui      | 1                                   | 4                             | 4                                | 8              | 17    |
| Total         | 3                                   | 12                            | 12                               | 24             | 51    |

The posts to be offered by traffic deptt. Will be as under:-

| Posts | No. of Posts | Grade (Rs) | GP (Rs) |
|-------|--------------|------------|---------|
| ASMs  | 08           | 5200-20200 | 2800    |
| TNCs  | 06           | 5200-20200 | 1900    |
| TNCs  | 06           | 5200-20200 | 2400    |
| Total | 20           |            |         |

(3)

- (i) 04 posts of ASMs in the grade Rs. 5200-20200 GP-2800/- to be transferred from Ajmer Division to Jaipur Division will be available for manning of phulera lobby.
- (ii) The chief lobby supervisor and lobby supervisor Mech. Deptt. and 12 Lobby Operator shall be provided by Mech. Deptt.

**JODHPUR Division**

| Name of Lobby | Chief Lobby Supervisor (Mech. Deptt) | Lobby Supervisor (Mech. Deptt) | Lobby Supervisor (Traffic Deptt) | Lobby Operator | Total |
|---------------|--------------------------------------|--------------------------------|----------------------------------|----------------|-------|
| Jodhpur       | 1                                    | 4                              | 4                                | 8              | 17    |
| Merta Road    | 1                                    | 4                              | -                                | 4              | 9     |
| Samdari       | 1                                    | 4                              | -                                | 4              | 9     |
| Phalodi       | -                                    | -                              | -                                | 4              | 4     |
| Total         | 3                                    | 12                             | 4                                | 20             | 39    |

The posts to be offered by traffic deptt. Will be as under:-

| Posts | No. of Posts | Grade (Rs) | GP (Rs) |
|-------|--------------|------------|---------|
| ASMs  | 04           | 5200-20200 | 2800    |
| TNCs  | 04           | 5200-20200 | 1900    |
| TNCs  | 04           | 5200-20200 | 2400    |
| Total | 12           |            |         |

The chief lobby supervisor and lobby supervisor Mech. Deptt. and 12 Lobby Operator shall be provided by Mech. Deptt.

**The lobby Supervisor of Traffic will be responsible for following items:-**

- Liaison with Control and for ordering of train.
- Issuing of train advice.
- Issuing Caution Orders.
- Maintenance of Safety Record and conducting Breathalyzer tests.
- Any other work assign by divisional incharge

**The instructions for filling up vacancies in CMS lobby and AVC of CMS lobby are issued as under:-**

There will be four categories of staff to man the lobby:

- Chief Lobby Supervisor
- Lobby Supervisor (Mechanical)
- Lobby Supervisor (Traffic)
- Lobby Operator



3

1. Chief Lobby Supervisor and Lobby Supervisors (Mech.) to be drafted from drivers categories as per existing system (Railway Board's letter No. E/P&A/II-83/RS/10 dated 09.01.98).

2. Lobby Supervisor (Traffic) will be filled up by ASMs which is to be provided by Operating department and their seniority and channel of promotion will be maintained in their parent cadre. In case of promotion of Lobby Supervisor (Traffic) new incumbent will be provided by Operating department and the promoted person will be relieved after completion of training of new incumbent (after one week) for smooth functioning of the lobby.

In case Operating department expresses inability to provide the incumbent for the post of Lobby Supervisors. The post may be filled up by Lobby Supervisor (Mech.) temporarily as per the existing system.

3. Lobby Operator in CMS Lobby will be cadre of Mechanical (Loco) department. 60 posts of Lobby Operator (TNC) are being provided by Operating department, rest will be provided by Mech. Deptt. The 60 post provided by Operating deptt. will be provided with incumbent. The seniority of Lobby Operator (TNC) of Operating deptt. will be maintained in parent cadre for the purpose of promotion but they will continue to work in CMS Lobby or suitable replacement will be provided by Operating deptt.

As and when post falls vacant due to retirement/other reason the new incumbent may be posted through compassionate ground/suitable medically de-categories/fresh recruitment and their seniority will be maintained in Mech. Deptt. The whole cadre of lobby operators will be under Mech. Deptt./HQ

4. In case of replacement of incumbent due to promotion and transfer the old incumbent will be released only after completion and proper handing over of charge for smooth working of lobby.

5. After full implementation of above scheme there will be no requirement for deployment of Loco Pilots/Asstt. Loco pilots in CMS lobbies.

5. Compliance should be ensured and advised to COM, CME & undersigned immediately.

This has the approval of COM.

Action taken may be intimated to this office accordingly.

(P.K. Mathur)

9 for General Manager (P)

Copy to:

1. COM/CME, NWR, JP.
2. Sr. DOM/Sr. DME- AII, BKN, JU & JP.
3. General Secy., NWREU in reference to HQ PNM item(NWREU) 54/09 /UPRMS, NWR, JP.
4. General Secy., All India SC/ST Association & OBC Association/NWR/JP.

*Handwritten:* Ragini Yechu, 10/10/2006

**Ragini Yechu,**  
**Executive Director (Trg. &MPP)**

D.O. No.E(MPP)2006/1/89.

dated 4.10.2006

Dear Shri

**Sub: Review of Sanctioned Strength and Creation of posts.**

Proposals are being received in the Railway Board from the Zonal Railways for providing money value to create posts for new assets, services and activities. The requirement of staff for additional work is appreciated but there is a need to keep the staff strength within control to ensure that Indian Railways remain a financially viable organization. There is tremendous competition from road and air and it is necessary that our transport system remains agile, prompt and amenable to the needs of the customer.

The reality is that we are managing the train operation successfully with the existing staff strength and that a substantial fat still exists in many traditional, unproductive and non-core activities. Before sending any proposal for additional posts on your railway, it is requested that the following possibilities for surrender of posts be considered:-

- (i) Elimination of activity.
- (ii) Multi-skilling
- (iii) Outsourcing
- (iv) Upgradation of technology and introduction of IT.
- (v) Application of yardstick and benchmarking
- (vi) Review of work study done

Although a number of the above proposed measures must already be in vogue on your system, the consequent effect of reduction of posts is still not proportionately visible. A greater rationale and ordered approach using the above, would lead to an efficient output, greater financial benefits and the capability to change to the need of the customer and the environment.

A flexible organization is the need of the hour to meet the industrial and commercial changes taking place at exponential pace. Since, retrenchment of staff is not the Railway's policy any thought of fresh recruitment should be preceded by realization that the person would be with us for the next 30 to 40 years.



69/2  
In order to initiate action in this regard, and to set up a suitable monitoring system, Board has desired that an annexure(enclosed) be filled up in all earnestness and also be scrutinized by finance before a decision considering creation of any additional post on your Railway. The guidelines and yardstick in the proforma are indicative and suggestive but not directive. This is expected to trigger thoughts and processes to rightsize the staff in different activities. It is definitely not meant to be a tool for additional staff.

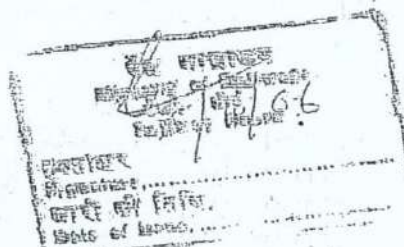
Through the above proforma, it is expected that a desired level of faith is inculcated in future, in the matter of additional posts 'You propose and the Board agrees' is practiced.

With regards,

Yours sincerely,

*Ragini Yechury*  
(Ragini Yechury)

Shri V.K. Kaul/GM/CR/Mumbai  
Shri S.S. Khurana/GM/ER/Kolkata  
Shri V.N. Mathur/GM/NR/New Delhi  
Shri Sukhbir Singh/GM/NER/Gorakhpur  
Shri A.K. Sanwalka/GM/NFR/Guwahati  
Shri Thomas Verghese/GM/SR/Chennai  
Shri D.N. Mathur/GM/SCR/Secunderabad  
Shri V.K. Rana/GM/SER/Kolkata  
Shri V.K. Kaul/GM/WR/Mumbai  
Shri S.S. Khurana/GM/CLW/Chittaranjan  
Shri R. Sharma/GM/DLW/Varanasi  
Shri P.R. Goundan/GM/ICF/Perambur  
Shri P. Srivastava/GM/RCF/Kapurtihala  
Shri Girish Bhatnagar/GM/RWF/Bangalore  
Shri S.M. Bhardwaj/CAO/DMW/Patna  
Shri S.K. Vij/GM/ECR/Hajipur  
Shri N.K. Goel/GM/ECOR/Bhubaneswar  
Shri Budh Prakash/GM/NCR/Allahabad  
Shri S.B. Bhattacharya/GM/NWR/Raipur  
Shri P. Sudhakar/GM/SECR/Bilaspur  
Shri T.N. Perti/GM/SWR/Hubli  
Shri Maheep Kapur/GM/WCR/Jabalpur.



(83)

| S. No. | Category   | Gene St n | On roll Strngth | Staff req'd as per                      |                           | (col.3- col. 5) | (col.3- col. 6) | Guidelines including yardsticks  | Rly's re- marks |
|--------|--|-----------|-----------------|---|---------------------------|-----------------|-----------------|--|-----------------|
|        |  |           |                 | Existing yardstick/ guidelines in col.8 | Average RR Bench- marking |                 |                 |  |                 |
| 1      | 2  | 3         | 4               | 5                                       | 6                         | 7               | 8               | 9  | 10              |
| 1      | 3M-2   |           |                 |   |                           |                 |                 | Bare requirement on the basis of number of stations, classification/system of working of stations (PI, RRI etc.) and the HOER applicable, should be calculated. In addition to the bare requirement, 40% may be added for rest givers, leave reserve, training, medical examination, commercial duties, VIP duties etc.  |                 |
|        | Control Staff  |           |                 |   |                           |                 |                 | Effect of computerizations, automatic train charting and better communication should be factored while calculating the requirement.  |                 |
|        | Yardmasters  |           |                 |   |                           |                 |                 | The benchmark/yardstick should take into account closure/modernization of yards and stations, upgradation of stations due to RRI, PI, etc. while filling up cols. 5 & 6.   |                 |
|        | Shuntman, Pointsman, Leverman, Shunting tender, Switchmen, & other Station/cabin staff |           |                 |   |                           |                 |                 | Treated as a diminishing category and the activity to be incorporated with FOIS and Coaching Information systems   |                 |
|        | Trains clerks  |           |                 |   |                           |                 |                 | Based on the average holding of locos in the Railway & allowing for an average of 6 Drivers/ Assistants per effective loco & 5 Guards per effective loco in freight service, (inclusive of LR, RG, Training, Medical Examination etc.) the requirement be calculated. While calculating the above, it should be ensured that their duty hours be at least 90 hours in a 14 day period from sign on to sign off. Calculation of running staff for coaching should be based on the coaching/EMU links and ensuring that minimum 85% of their total duty hours are spent on foot plate. |                 |
|        | Diesel/Elect. Drivers goods  |           |                 |   |                           |                 |                 |  |                 |
|        | Diesel/Elect. Drivers chg  |           |                 |   |                           |                 |                 |  |                 |
|        | Guards   |           |                 |   |                           |                 |                 |  |                 |
|        | Asstt. Drivers   |           |                 |   |                           |                 |                 |  |                 |
|        | Traffic Gateman  |           |                 |   |                           |                 |                 | Total 4 gateman for continuous and three for EI Roster which includes provision for LR, RG, Safety camp, medical, etc.   |                 |



|                  |                                    |
|------------------|------------------------------------|
| <b>CHAPTER 4</b> | <b>CADRE POSITION OF TNC STAFF</b> |
|------------------|------------------------------------|

#### 4.1 Grade Pay-wise cadre position of TNC staff:

| Sr. No.      | Station                   | GP-4200   |           |           | GP-2400  |          |          | GP-1900  |          |          |
|--------------|---------------------------|-----------|-----------|-----------|----------|----------|----------|----------|----------|----------|
|              |                           | SS        | OR        | Vac.      | SS       | OR       | Vac.     | SS       | OR       | Vac.     |
| 1.           | <b>Control Office, JP</b> | 20        | 13        | 07        | 03       | 01       | 02       | 0        | 0        | 0        |
| 2.           | <b>SS/JP</b>              | 06        | 04        | 02        | 02       | 01       | 01       | 01       | 0        | 01       |
| 3.           | <b>SS/FL</b>              | 02        | 01        | 01        | 0        | 0        | 0        | 02       | 0        | 02       |
| 4.           | <b>SS/KKU</b>             | 03        | 03        | 0         | 0        | 0        | 0        | 02       | 0        | 02       |
| <b>Total</b> |                           | <b>31</b> | <b>21</b> | <b>10</b> | <b>5</b> | <b>2</b> | <b>3</b> | <b>5</b> | <b>0</b> | <b>5</b> |

#### 4.2 Station-wise cadre position of TNC staff:

| Sr. No.      | Station                   | SS        | OR        | Vac.      |
|--------------|---------------------------|-----------|-----------|-----------|
| 1.           | <b>Control Office, JP</b> | 23        | 14        | 09        |
| 2.           | <b>SS/JP</b>              | 09        | 05        | 04        |
| 3.           | <b>SS/FL</b>              | 04        | 01        | 03        |
| 4.           | <b>SS/KKU</b>             | 05        | 02        | 03        |
| <b>Total</b> |                           | <b>41</b> | <b>22</b> | <b>19</b> |

**5.0 Deployment, Workload & Critical Analysis of TNCs staff:****5.1 SS RLY. STN. JAIPUR (JP):****5.1.1 Cadre:** SS=09, OR=06, Vac.=03**5.1.2 Deployment, Duties & Present Work load:**

**CTNC-03:** 03 staff are deputed in the office of Yard Master at Platform no. 2/3 towards Phulera end. These staff are performing` duty in three shifts i.e. 06.00 to 14.00, 14.00 to 22.00 and 22.00 to 06.00 hours. During their duty hours they performs following work:

1. Making entries of Arrival and departure of the trains in COIS as per Time Table.
2. Printing Vehicle Guidance from COIS and preparing manual Vehicle Guidance for the trains running late from the schedule time or for the trains which are not fed in the COIS from originating station.
3. Preparing yard position and informing it to Control office.
4. Receiving and dispatching the messages on the system.
5. Updating platform occupation on ICMS.

**6. Following position is prepared by the staff performing duty in shift 06.00 to 14.00 hours:**

- i) Coach Attaching and Detaching
- ii) CSR
- iii) Ineffective Coach
- iv) Stock Type-wise Summary
- v) Coaching stock-JP Division
- vi) NWR other division coaches working in Jaipur division.
- vii) Daily POH coach position
- viii) Yard Position
- ix) Performance of terminating/originating trains
- x) Extra coaches position of PIT Line
- xi) Jaipur on hand VP position
- xii) BG Parcel Van Indent Position
- xiii) Extra Rush Position
- xiv) Sick Coach
- xv) Receiving and Dispatching Messages

**CTNC-02:** 02 staff are deputed in the office of Yard Master at Platform no. 2/3 towards Phulera end. These staff are performing` duty in two shifts i.e. 06.00 to 14.00 and 14.00 to 22.00 hours. During their duty hours they performs following work:

1. Physically receiving the position of coaches/Wagon placed in yard.

2. Receiving train particulars of arrived trains.
3. Preparing Vehicle Guidance and sent to Reservation office, Electric department, C&W and Announcer.
4. Receiving advise from the PIT and updating register accordingly.

**CTNC-01:** He is used as LR/RG for above staff.

**Observation:** After introduction of the COIS and FOIS there is not much work left behind to perform by the TNC staff. Only needful corrections are done by them in the system. Most of the information is already available in the COIS and FOIS so the same can be checked by the Control Office, Jaipur there only. There is no need to relay the information already available on the system.

03 TNC staff are feeding needful information in the COIS and generating reports in three shift 06.00 to 14.00, 14.00 to 22.00 and 22.00 to 06.00 hours and two TNC staff are deputed to receive yard position, train particulars etc. in shift 06.00 to 14.00 hours and 14.00 to 22.00 hours. 01 TNC staff is being used as LR/RG.

03 TNC staff for feeding description in the COIS have been considered justified however out of 01 TNC staff for receiving yard position and other train particulars in shift 06.00 to 14.00 hours is sufficient to meet out with workload. In addition to this 01 LR/RG staff is required.

Thus, 05 TNC staff have been considered justified for the Jaipur station .04 TNC staff have been considered surplus and advised to surrender forthwith.

It is also advised that a COIS terminal should also be provided at reservation office and C&W depot so that the train composition can be seen by them in advance as required and C&W depot may do the needful correction in it, in case of attachment/detachment of coaches from the train.

## 5.2.0 SS RLY. STN., PHULERA (FL)

### 5.2.1 Cadre: SS=04, OR=01, Vac.=03

### 5.2.2 Deployment, Duties & Present Work load:

**CTNC-01:** He performs duty in shift 10.00 to 18.00 hours. 18.00 to 02.00 and 02.00 to 10.00 shifts are manned by Group "D" staff of traffic department as per availability.

1. Receiving running details of Goods/Passenger trains from Lobby.
2. Formation of Goods trains.
3. Receiving last vehicle number for verification of complete arrival.
4. Receiving particulars of originating/terminating trains
5. Maintaining pre-departure register, inward register and outward register.
6. Relaying train particulars to control office, Jaipur; RPC, JU and MD.

**Observation:** After introduction of the COIS and FOIS there is not much work left behind to perform by the TNC staff. At present neither COIS nor is FOIS system provided with TNC staff at Phulera. Thus they receive the information physically regarding coaches, wagon and trains and inform back to control office at Jaipur for needful corrections in COIS and FOIS , if required. There is no need to relay the information already available on the system.

At present 01 TNC staff is performing work at Phulera station with ease. Although this work can be performed by the Station Master (Outdoor) with ease but looking at the future yard extension and functioning of wagon ROH depot this 01 TNC staff has been considered justified to meet out with the workload. Hence, 03 vacant posts of TNC staff at Phulera have been considered **surplus and** advised to surrender forthwith.

### 5.3.0 SS RLY. STN., KANAKPURA (KKU):

#### 5.3.1 Cadre: SS=05, OR=02, Vac.=03

#### 5.5.2 CTNC=02:

1. Receiving charge and confirming details mentioned in charge book with Goods Shed and ICD.
2. Receiving forecast of various Goods trains from Control office and relaying to Goods shed and ICD so as party can plan unloading in advance.
3. Receiving expected release time of rake from Goods Shed and informing to Dy Controller for arrangement of Engine.
4. Informing pending indent to Dy. Stock, so as to receive the rake in limited time duration.
5. Receiving Driver Break Power Certificate from Driver and Guards. Informing validity of intensive check and informing back to Dy Controller.
6. Informing wagon numbers, From to Station and Commodity loaded in the rake to Dy Controller.
7. Preparing and handing over placement memo to Goods shed.
8. Preparing Vehicle Guidance of outward rake.
9. Feeding arrival to departure activities of a rake in the register and inform it to Dy. Controller
10. Maintaining details of shunting charge, line change charge and stabling charge of ICD load so that appropriate amount can be debited to ICD.
11. In time placement and release of rake at Goods shed.
12. Ensuring proper marshaling of rake.
13. If any defect is noticed, informed to CCR.
14. Updating Yard, Station and ICD position to Dy Controller at 08.00. 16.00 and 24.00 hours.
15. Handing over shunting power to control in 24 hours.
16. Preparing periodical and monthly figures of Goods shed and ICD and send it to Dy Stock.
17. Providing any other figures demanded by the Control office, Jaipur.

**Observation:** *Neither COIS nor FOIS is provided at KKU. Most of the work being performed by TNC staff is of Station Master. In the discussion it was informed that Station Master at KKU are manning Booking office therefore they cannot leave the work place. KKU is in the vicinity of Jaipur and population in the surrounding is increasing. Hence, unified terminal Booking cum PRS with two commercial staff may be provided this will improve the earning of KKU station. Thereafter, Station Master will look after the work of Goods Sheds and ICD as well. Work related to updating the information in FOIS is already being performed by Goods staff at KKU*

**Hence, all the 05 posts of TNC staff at KKU have been considered surplus and advised to surrender forthwith.**



|                |   |
|----------------|---|
| <b>5.4.0</b>   | <b>CONTROL OFFICE (DRM OFFICE), JP:</b>   |
| <b>5.4.1</b>   | <b>Cadre: SS=23, OR=14, Vac.=09</b>   |
| <b>5.4.2</b>   | <b>Deployment, Duties &amp; Present Work load:</b>  |
| <b>5.4.2.1</b> | <p><b>Coach Operation Information System:</b></p> <p><b>CTNC=03:</b> 03 staff are deputed with control office, JP on COIS. They perform duty in three shifts i.e. 06.00 to 14.00 hours, 14.00 to 22.00 and 22.00 to 06.00 hours. During their duty hours they performs following work:</p> <ol style="list-style-type: none"> <li>1. Receiving approx 20 messages in each shift from ICMS and handing it over to all concern departments.</li> <li>2. Receiving hourly position of block granted and compiling it.</li> <li>3. Receiving hourly position for speed restriction and compiling it.</li> <li>4. Receiving troll position (detention of trains) of approximately 20 trains in each shift, giving advice to stations and doing planning for trains.</li> <li>5. Approximately 08 unusual events in each shift are received and recorded in the trains.</li> <li>6. Preparing approximately 02 proxy trains in each shift in the COIS.</li> <li>7. Feeding arrival and departure of approximately 08 trains in each shift trains.</li> </ol> <p><b>Observation: <i>It has been observed that the workload of staff performing work in 06.00 to 14.00 hours and 14.00 to 22.00 hours is less thus additional work which is at present separately dealt by staff in marshalling section must be assigned to these. Staff performing work in 22.00 to 06.00 hours prepares reports thus existing workload to him is justified. Hence, all the 03 TNC staff for the COIS, i.e. 01 in each shift with additional workload has been considered justified.</i></b></p> |
| <b>5.4.2.2</b> | <p><b>Recorder:</b></p> <p><b>CTNC=03:</b> Staff are deputed with control office, JP on General Advise. They perform duty in three shifts i.e. 06.00 to 14.00 hours, 14.00 to 22.00 and 22.00 to 06.00 hours. During their duty hours they performs following work:</p> <ol style="list-style-type: none"> <li>1. They assist Dy. CHC/Operation in day to day working.</li> <li>2. Receive Guard position from lobby at Jaipur, Phulera, Bandikui and Rewari and crew position from PCR. This activity take approximately 60 minutes.</li> <li>3. Takes line clear position from BKI, AWR, RPZ, RE at 09.00 hours and 13.00 hours. This took approximately 30 minutes each time i.e. in each shift approximately 60 minutes are spent on this activity.</li> <li>4. Detention position of trains in enroute on account of Crew is also prepared twice i.e. at 09.00 hours and at 13.00 hours. Each activity took approximately 10 minutes. Thus, in each shift 20 minutes are spent on this activity.</li> <li>5. Preparing 01 crack train in each shift, this took 05 minutes.</li> <li>6. Giving direction to approximately 10-15 trains in each shift passing from Phulera and Madar. Each activity take place 02 minutes thus over all approximately 45 minutes in each shift are spent on this activity.</li> <li>7. Receiving detention of trains on different accounts like-</li> </ol>  |

- I. On crew account
- II. On Line clear account
- III. On Diesel Power Change account
- IV. On Guard account

Approximately 10 activities are performed and each activity took 05 minutes. Thus, approximately 50 minutes are spent in each shift to perform these activities.

8. Receiving and dispatching of messages. Approximately 07 messages are received and 07 messages are sent in each shift and each activity took 03 minutes. Thus, in each shift approximately 45 minutes are spent over these activities.

**Observation: Recorder is to assist the Dy. CHC/Operation in various activities. Along with he has to update various positions including ADRM's position. He intensively work to monitor the detention of train, therefore keep on observing the detentions on different account and inform to officer concern so that these detentions can be avoided. 01 Recorder in each shift is required. Thus, 03 Recorder are justified to the cadre.**

#### **5.4.2.3 Freight Operation Information System:**

**CTNC=03: 03 staff are deputed with control office, JP on FOIS. They perform duty in three shifts i.e. 06.00 to 14.00 hours, 14.00 to 22.00 and 22.00 to 06.00 hours. During their duty hours they perform following work:**

1. Handing over & taking over charge. Once charge is received and once charge is hand over. Each time it took 20 minutes. In total 40 minutes are spent on this activity.
2. Updating 15-20 trains in each shift, which are delinked in FOIS. This required hourly monitoring of delinked trains. Each activity take place 01 minutes, Thus, in each shift approximately 20-30 minutes are spent on this activity.
3. Doing ordering and departure of approximately 50 trains in FOIS. This fix the via direction of a train. Each activity took 01 minutes. Thus, in each shift 50 minutes are spent over this activity.
4. **Based upon advise of train controller, prepare approx 15 trains per shift in the FOIS for departure. This process requires:**
  - i) Receiving movement order.
  - ii) Doing load planning.
  - iii) Updating load status as Ready.
  - iv) Preparing train ordering.
  - v) Consist reporting
  - vi) BPC reporting
  - vii) Detail of Crew and Guard
  - viii) Attachment of Diesel Power
  - ix) Train ready for movement in COA.

Each activity take place 03 minutes, Thus, in each shift approximately 45 minutes are spent on this activity.

5. Sending messages to CRIS about trains delinked. Each activity took approximately 05

minutes. Thus, in a shift approximately 75 minutes are spent over this activity.

**6. Showing termination of approx 20-22 rakes in each shift. Which required to feed-**

- i) Taking wagon numbers of inward rake.
- ii) Detail of Loco if required for Service change.
- iii) Rake Placement for loading and unloading.

Each activity took 2 minutes. Thus, in total approx 50 minutes are spent over this activity.

- 7. Making approximately 01 duplicate rake in each shift. This is lengthy process and took approximately 90 minutes for each event.
- 8. Preparing interchange position once in a shift. This took approximately 30 minutes for each activity

**9. In addition to above works following reports are also prepared in excel sheet and take print out by the staff performing duty in shift 22.00 to 06.00 hours.**

- 1. Interchange reports.
- 2. Loco holding.
- 3. Rack position.
- 4. Wagon holding.
- 5. Piece wagon position.
- 6. DRM position.
- 7. Speed position.
- 8. Loading position.
- 9. Interchange forecast.

**Observation:** *In the observation it was noticed that that there is intense updating is required in the FOIS system. However, in the night, staff is required to make various reports as well, which makes his work very tough. 01 TNC staff in each shift for manning FOIS have been considered justified. In addition to this 01 TNC staff, who is going to be excess in future from Yard Stock Report section, is recommended for preparing FOIS reports in night shift. Thus, 04 TNCs staff have been considered justified for FOIS.*

#### **5.4.2.4 Data Logger**

**CTNC=02:** 02 staff are deputed with control office, JP on Data Logger. They perform duty in two shifts i.e. 06.00 to 14.00 hours and 14.00 to 22.00 hours. During their duty hours they performs following work:

- 1. Preparing Data Logger report. This is required to convert 05 sheets from ICMS to excel sheets and sent to DRM, ADRM, Sr. DOM, DOM, AOM-Coaching, AOM-General and Chief Controller-Punctuality. This activity needs 60 minutes in each shift.
- 2. Preparing Crew and Guard position twice in shift. This is required to convert 08 sheets from ICMS to excel sheets and sent to DRM, ADRM, Sr. DOM, DOM, AOM-Coaching, AOM-General and Chief Controller-Punctuality. Each activity took 45 minutes thus in each shift 90 minutes are spent on this activity.
- 3. Receiving and feeding Line up position from BKI, AWR, RE and MD. This activity took 50

minutes in each shift.

4. Position of Guard Change and Guard not return to HQ. Approximately 20 numbers of details are fed and each activity took approximate 07 minutes i.e. in a shift 140 minutes are spent on this activity.
5. Feeding of crew detail in COA twice in each shift. Each activity took approximately 30 minutes. Thus, in each shift 60 minutes are spent on this activity.
6. Other miscellaneous work as per requirement.

**Observation:** *Work assigned to TNC staff performing work at Data Logger is of regular nature. The information updated in the system generates various reports which required for smooth train operation and also generate various parameters to check the performance. Thus one staff in each shift (02 for 06.00 to 14. 00 and 14.00 to 22.00 hours) have been considered justified.*

#### **5.4.2.5 BG LSR Section:**

**CTNC=01:**He is deputed in shift 00.00 to 08.00 hours and performs following work:

1. Maintain Performa-F register.
2. Prepared rough Performa for yard position and odd hrs. trains.
3. Cross check data with WOD ( Wagon on division)
4. Calculate difference with WOD:-train-wise, wagon-wise as like empty/ loaded. BCN, BOXN, Sick, POH and other wagons.
5. Prepared stock position section-wise and yard-wise.
6. Prepared yard position.
7. Prepared effective stock position which utilized for WTR and sent to HQ office, JP.
8. Prepared ROH, POH and sick positions.
9. Maintained inter EPT register.

**Observation:** *The work being performed by BG LSR section is essentially required for future planning of Goods train operation. Staff there is responsible for summarizing the wagon position of day to meet out with future demands. These reports help higher official to take the decisions for fixing priorities of Goods train operations. Work assigned to TNC staff performing work at BG LSR section is with sufficient work. Thus, this staff has been considered justified.*

#### **5.4.2.6 Yard Stock Report (YSR) Section:**

**CTNC=01:**He is deputed in shift 00.00 to 08.00 hours and performs following work:

1. Receiving various data of train movement from charts (12 charts) approximate 150 train per day.
2. Feeding above data in system and generate various reports.
3. Prepared Loco and interchange failure position.
4. Prepared train detention summary.
5. Prepared piece meal position.
6. Prepared ROH, POH and sick position.



7. Prepares live stock position.

**Observation:** *His main work is to receiving arrival and departure time of 150 trains from movement chart and feeding these into the system for generating various reports. Till the time data are being received manually from movement chart work of 01 TNC in this section is justified. However work study team is of the opinion that when such data is already available in electronic form, thus with needful correction in the software, these data can be received in the desired format. Soon after the correction this manpower this 01 post of TNC should be considered surplus and surrender.*

#### **5.4.2.7 Marshaling:**

**CTNC=01:**He is deputed in shift 00.08 to 16.00 hours and performs following work:

1. Prepared traffic block position and identified shortfall.
2. Prepared train detention position on account of traffic block.
3. Prepared through put position of 16 sections and feeding these positions in system.
4. Prepared Loco KMs as section-wise, traction-wise, Railway-wise etc.
5. Prepared brake van (BVG) marshaling position and without brake van marshaling position.
6. Prepared diesel power shutdown position of 04 boards.
7. Prepared PU and container loading position.
8. Prepared Monday position of traffic block as machine-wise, general, blast etc.
9. Prepared divert train monthly position.

**Observation:** *It has been advised above that the workload of the staff performing duty at COIS in shift 06.00 to 14.00 and 14.00 to 22.00 is less. Thus, they should assigned additional workload of Marshalling section. Hence, 01 post of TNC staff with Marshalling section has been considered surplus and advised to surrender forthwith.*

**5.4.2.8 LR/RG-13** TNC staff (COIS-3 + FOIS-4 + Recorder-3 + Data Logger-2 + BGSLR-1) have been considered justified for performing various duties in the control office, Jaipur. In addition to this 04 staff will required to meet out with the need of LR/RG for this cadre. Hence in total 17 TNC staff will required to manned the Control office, Jaipur.

**Observation:** *Existing sanctioned strength of TNC staff in Control Office, Jaipur is 23. However work study team has considered 17 TNC staff justified to meet out with existing workload assigned to TNC staff. Thus 06 TNC staff in the existing sanctioned cadre have been considered surplus and advised to surrender forthwith.*

### 6.1 Critical Analysis:

As per ED (Trg. & MPP) of Railway Board **DO No.-E (MPP)/2006/1/89, dated-04.10.2006**, the TNC staff category is considered as diminishing category. After introduction of FOIS, COIS, COA, TMS & other software for train operation manual efforts have been reduced drastically. The desired information and statistics are available with one click only.

The work load of TNC staff working over Jaipur division has been observed and analyzed as described under **Para no.5.1.0 to 5.4.0**. No yard stick, Benchmarking or any other guidelines regarding the requirement of manpower were made available by department nor are available with work study cell, therefore, the requirement of manpower was computed based on spot observations, critical examination of work and discussions at various levels.

In a close observation of work being performed by TNC staff in control office, Jaipur it was noticed that there is repetition of collection and relay of information. On calculation of work load with certain changes in working procedure cadre of 17 staff found sufficient to meet out with need of existing workload. Thus **06 posts at Control office, JP, 04 posts at station, JP, 05 posts at KKKU and 03 posts at FL** are considered surplus and advised to surrender forthwith.

**Thus out of sanctioned cadre of 41 posts of TNC staff, 23 posts of TNC staff are found sufficient to meet out the existing workload and 18 posts of TNC staff have considered surplus and advised to surrender forthwith.**

### 6.2 Summary of surplus posts:

| Sr. No.      | Name of Unit       | SS        | OR        | Vac.      | Prop. cadre | Surplus   |
|--------------|--------------------|-----------|-----------|-----------|-------------|-----------|
| 1.           | Control Office, JP | 23        | 14        | 09        | 17          | 06        |
| 2.           | SS/JP              | 09        | 05        | 04        | 05          | 04        |
| 3.           | SS/FL              | 04        | 01        | 03        | 01          | 03        |
| 4.           | SS/KKKU            | 05        | 03        | 02        | 0           | 05        |
| <b>Total</b> |                    | <b>41</b> | <b>23</b> | <b>18</b> | <b>23</b>   | <b>18</b> |

### 6.3 Recommendations:

**6.3.1 Recommendation:** There is total cadre of 41 posts of TNC staff under Operating Department of Jaipur division. After thorough analysis of workload of individual staff and consideration of other recommendation by coordinator and field staff, Work Study Team came to conclusion that 23 posts of TNC staff are sufficient to meet out with the existing workload of operating department over Jaipur division. 18 vacant posts of TNC staff have been considered surplus and advised to surrender forthwith for optimization and right sizing of the staff.

**6.3.2 Recommendation:** It has been observed that controllers are performing their work with assistance of TNC staff. Possibility of merging of TNC staff with controller should be explored. This will improve overall man power efficiency of the office. This model is successfully opted in the Control office of HQ office, NWR, Jaipur.


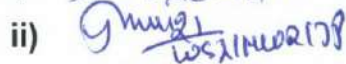

- 6.3.3 **Recommendation:** It is recommended that COIS terminal may be provided with PRS office, Jaipur and C&W depot, Jaipur. So that PRS staff can check the coach composition of train on COIS as per requirement and C&W staff may do needful correction of detachment/attachment of coaches in the composition. This will reduce the unnecessary correspondence of TNC staff with these offices at Jaipur station.
- 6.3.4 **Recommendation:** TNC staff working at Yard Stock Report is receiving arrival and departure time of 150 trains from movement chart and feeding these into the system for generating various subsequent reports. Data manually being fetched are already available in electronic form with COA, thus it is recommended that h needful correction should be made in the software, so that these data can be received in the desired format. This will help to save the manpower by use of technique.

**7.1 Discussion at officer's level:****Minutes of Meeting held with Sr. DOM/JP on 07.05.2018**


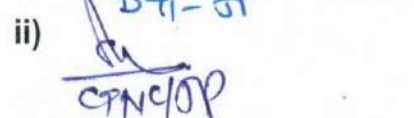
1. The offset for choosing TNC cadre for right sizing was informed to Sr. DOM/JP.
2. Work Study team has briefed the recommendations of report to the Sr. DOM/JP.
3. It was informed that in the report 23 posts have been considered sufficient to meet out with the existing workload and 18 vacant posts have been considered surplus, which will lead to recurring saving of INR 136.80 Lacs.
4. During discussion it was suggested that-
  - i) Instead of 17 posts, 19 posts will required to meet out with the work load of control office, Jaipur. Thus, instead of 06 posts, 04 posts have been considered surplus for surrender.
  - ii) At Jaipur station 06 posts will be required instead of 05 posts as recommended in the report. Thus, instead of 4 posts, 03 posts have been considered surplus for surrender.
  - iii) At Kanakpura after posting Booking staff for manning the counter, 05 posts of TNC will be considered surplus.
  - iv) In near future due to initiation of ROH depot and sick line, existing 04 posts of TNC staff cannot be surrender at this moment. However, only after examining the revised workload of TNC staff, view of operating department will be informed.
5. Hence, it was agreed to surrender 07 vacant posts of the TNC staff initially and 05 posts of TNC staff of Kanakpura station after posting of Booking staff for manning the counter.

  
Sr. DOM/JP

**Work Study Team**

- i)   
CWS/JP
- ii)   
WST/JP
- iii) 

**Departmental Coordinators**

- i)   
DTI-OP 7.5.18
- ii)   
CPNC/OP



|                  |   |
|------------------|---|
| <b>CHAPTER 8</b> | <b>REVISED SUMMARY OF SURPLUS POSTS &amp; RECCOMANDATION AFTER DISCUSSION WITH Sr. DOM/JP</b> |
|------------------|---|

**8.1** Revised summary of surplus posts and recommendations incorporating the suggestions of Sr. DOM/JP received on 06.05.2018 are as under:

**8.2 Revised Summary of surplus posts:**

| Sr. No.      | Name of Unit              | SS        | OR        | Vac.      | Prop. cadre | Surplus   |
|--------------|---------------------------|-----------|-----------|-----------|-------------|-----------|
| 5.           | <b>Control Office, JP</b> | <b>23</b> | 14        | 09        | 19          | <b>04</b> |
| 6.           | <b>SS/JP</b>              | <b>09</b> | 05        | 04        | 06          | <b>03</b> |
| 7.           | <b>SS/FL</b>              | <b>04</b> | 01        | 03        | 01          | <b>03</b> |
| 8.           | <b>SS/KKU</b>             | <b>05</b> | 03        | 02        | 0           | <b>05</b> |
| <b>Total</b> |                           | <b>41</b> | <b>23</b> | <b>18</b> | <b>26</b>   | <b>15</b> |

**8.3 Revised Recommendations (6.3.1):**

Based upon data received during field unit and discussion with individual staff, supervisors & coordinators, the work study team has considered 23 TNC staff sufficient to meet out with the existing workload and considered 18 staff as surplus. After discussion with the Sr. DOM/JP and departmental coordinator the revised recommendation of work study team is-" As per workload 26 TNC posts of TNC staff will be sufficient to meet out with the workload of Jaipur division and 15 posts of TNC staff (i.e. **04 posts at Control office, JP, 03 posts at station, JP, 05 posts at KKU and 03 posts at FL**) have been considered surplus and advised to surrender forthwith for optimization and right sizing of the staff.

## 9.1 Summary of recommendations is as follows:

| Sr. No. | RECOMMENDATIONS   | Para no. | Accepting/ Implementing Authority |
|---------|---|----------|-----------------------------------|
| 1.      | <b>Recommendation No.-1:</b><br>Based upon data received during field unit and discussion with individual staff, supervisors & coordinators, the work study team has considered 23 TNC staff sufficient to meet out with the existing workload and considered 18 staff as surplus. After discussion with the Sr. DOM/JP and departmental coordinator the revised recommendation of work study team is-"As per workload 26 TNC posts of TNC staff will be sufficient to meet out with the workload of Jaipur division and 15 posts of TNC staff (i.e. <b>04 posts at Control office, JP, 03 posts at station, JP, 05 posts at KCU and 03 posts at FL</b> ) have been considered surplus and advised to surrender forthwith for optimization and right sizing of the staff. | 8.3      | DRM/JP                            |
| 2.      | <b>Recommendation No-2:</b><br>It has been observed that controllers are performing their work with assistance of TNC staff. Possibility of merging of TNC staff with controller should be explored. This will improve overall man power efficiency of the office. This model is successfully opted in the Control office of HQ office, NWR, Jaipur.  | 6.3.2    |                                   |
| 3.      | <b>Recommendation No-3:</b><br>It is recommended that COIS terminal may be provided with PRS office, Jaipur and C&W depot, Jaipur. So that PRS staff can check the coach composition of train on COIS as per requirement and C&W staff may do needful correction of detachment/attachment of coaches in the composition. This will reduce the unnecessary correspondence of TNC staff with these offices at Jaipur station.   | 6.3.3    |                                   |
| 4.      | <b>Recommendation No-4:</b><br>TNC staff working at Yard Stock Report is receiving arrival and departure time of 150 trains from movement chart and feeding these into the system for generating various subsequent reports. Data manually being fetched are already available in electronic form with COA, thus it is recommended that h needful correction should be made in the software, so that these data can be received in the desired format. This will help to save the manpower by use of technique.   | 6.3.4    |                                   |

**10.1 FINANCIAL IMPLICATIONS:**

With the proposal for surrender of **15 posts** of Train Clerks of operating Department over Jaipur Division. The recurring savings per annum in money value amount is given as below:-

| Sr. No.      | Category      | Pay Matrix |        | Mean Pay | DA 7% | Total Pay | No. of posts | Total saving per month (Rs.) | Total saving per year (Rs.) |
|--------------|---------------|------------|--------|----------|-------|-----------|--------------|------------------------------|-----------------------------|
| 1            | CTNC          | 35400      | 112400 | 73900    | 5173  | 79073     | 05           | 395365                       | 4744380                     |
| 2            | HTNC/ Sr. TNC | 25500      | 81100  | 53300    | 3731  | 57031     | 05           | 285155                       | 3421860                     |
| 3            | TNC           | 19900      | 63200  | 41550    | 2909  | 44459     | 05           | 222292                       | 2667510                     |
| <b>Total</b> |               |            |        |          |       |           | <b>15</b>    | <b>902812</b>                | <b>10833750</b>             |

Total savings of **15 surplus posts** is **Rs. 108.34 lac. per annum** approximately.