



OPTIMIZATION & INCREASING EFFICIENCY
OF
POINTS MEN & GATE MEN STAFF
WORKING UNDER TI/JU-I, TI/JU-II & TI/MISC.
OF
OPERATING DEPARTMENT
OF
JODHPUR DIVISION
(G/HQ/WS/463/03/Optg./JU/2018-19)

| <u>GUIDED BY</u> | | <u>STUDIED BY</u> | |
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WORK STUDY ORGANIZATION
NORTH WESTERN RAILWAY
JAIPUR

EXECUTIVE SUMMARY

| | |
|------------------------------|--|
| Sr. No. | 03 |
| Study No. | G/HQ/WS/463/03/Optg./JU/2018-19 |
| Subject | Optimization and increasing efficiency of Points Men & Gate Men working under TI/JU-I, TI/JU-II & Misc. Units of Operating department of Jodhpur Division. |
| Area | Jodhpur division |
| Division | Jodhpur |
| Department | Operating |
| Terms of Reference | Assessment of Man Power requirement |
| Present Cadre | Sanctioned Staff = 218 On Roll Staff = 188 Vacancies = 30 |
| Proposed Cadre | 198 |
| Projected Surplus Man Power | 20 |
| Total No. of Recommendations | 03 |
| Financial Implication | Rs. 97.97 Lac per annum |
| Month of Circulation | Sept, 2018 |

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Indian Railways is one of the largest government organizations and transports passengers as well as goods traffic from one place to another with a desired level of safety, security and punctuality. Being a commercial organization, it plays a vital role in Indian economy. On the other way, it is the backbone of national economy. For facing the tough competition with other modes of transport, it is essential to increase the productivity by optimum utilization of existing resources. Now, modernization, advancement in technology and computerization have been absorbed in every sphere by Railways.

It has been noticed by the Work Study Team that modernization, advancement in technology and computerization have been absorbed in every sphere of the Railways but we could not get the ultimate results yet. So, if we want to use, the optimum utilization of our men power and other resources, we have to adopt the following ways to achieve our objectives:-

- Continuous improvement through constant monitoring and upgrading process.
- Effective reductions in unnecessary expenditure.
- Make effective and in proper absolute manner to available equipments, techniques and policies.
- Improving Human Resource and mechanisms like annual assessment, training etc.
- Optimum utilization of man power by using Multi-skilling, closure of duplicate activities and adopt bench marking in key activities.

Keeping all above factors in view, SDGM has approved the work study on review of staff strength of Points Men and Gatemen working under TI/JU-I, TI/JU-II and Misc. Units of operating department of Jodhpur division.

- 2.1 The success and final outcome of this report required a lot of guidance and assistance from many officials and we are extremely fortunate to have got this all along the completion of the Work Study Report. Whatever we have done is only due to such guidance and assistance and we would not forget to thank them. We respect and thank Shri Vijay Singh Meena, **Sr. DOM/JU** and Shri, Jai Prakash, **DOM/JU** for giving us an opportunity to do prepare the Work Study Report on time, we are extremely grateful to them for providing such a thoughtful guidance and support.

We are really grateful because we manage to complete this report within the stipulated time. This Work Study Report could not be completed without the efforts and extended cooperation from coordinator of the department Shri Dinesh Mallik, DTI (MPP) and his team. Last but not the least; we would like to express our gratitude to all the staff concern for support and willingness to spend some time with us.

2.2 Terms of Reference:-

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

- i. Revision of the cadre on the basis of existing workload after introduction of new technology in train operating system.
- 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. Discussion with officers & subordinates at various levels with a view to produce fruitful results.
- iii. Sample checks and on spot observations.

2.4 Field units visited:-

The following field units have been visited by Work Study Team during the course of work study:-

DRM Office/JU, Rly. Stn./JU & BGKT and BNE-RKZ & RKB- JOM sections.

**GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)**

No. 2017/CE-IV/LX/100 (Committee)

New Delhi, Dated: 25.07.2018

**General Manager
All Zonal Railways**

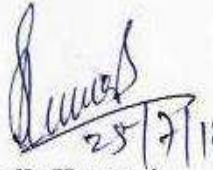
Sub: Elimination of Unmanned Level Crossings.

Ref: This office of even letter dated 29.05.18 & 26.06.18.

In continuation of this office letters referred above, it is to inform that some zonal railways represented regarding use of Retired Track Maintainer/Gatemen/Keymen/Gang Mate and home guards as gateman. Issue has been considered by Railway Board and following decision has been taken:

- (i) First preference for deputing a person to work as Gateman should be regular Railway Employee with competency certificate.
- (ii) To mitigate the problem of Shortage/Vacancy, engagement of ex-service men on contract was allowed.
- (iii) On the same line, GM's can also engage Retired track maintainer/gatemen to deploy as Gateman on need basis as per extract instructions for re employment of retired personnel.

This has approval of Board (CRB and ME).


(Subodh Kumar)
Director CE/B&S-II
Railway Board

**GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)**

No. 2017/CE-IV/LX/100 (Committee)

New Delhi dated: 26.06.2018

**General Managers,
All Zonal Railways.**

Sub: Elimination of Unmanned Level Crossings.


Ref: Board's letter of even number dated 29.05.2018.

1. With reference above, some of the Zonal Railways have sought clarification on deployment of ex-servicemen, ex-home guards and act-apprentices on hiring/contract basis at manned LCs -

It has been decided that General Manager of Zonal Railways, on need basis, may deploy ex-servicemen on contract basis by executing proper contract agreement as per section 197(2) of the Railway Act as a considered decision with due diligence based on training and competency to man the level crossing gates. Safety of train operation has to be ensured at all times.

2. Operation of level crossing through mobile gateman in one train only system sections/Rail Bus route/one/two pair of trains etc -
This is agreed subject to observation of provisions in GR/SR.
3. It is further reiterated that GMs of Zonal Railway are fully empowered to take decision in connection with elimination of UMLC such as tendering system, grant traffic blocks, speed restrictions, sanction of works, technical decisions regarding manning and interlocking, etc.

This has approval of Board (CRB, ME, MS)


26/6/18
(Subodh Kumar)
Director CE(B&S)-II

**GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)**

No.2017/CE-IV/LX/100 (Committee)

New Delhi, Dated: 29.05.2018

**General Manager
All Zonal Railways**

Sub: Elimination of Unmanned Level Crossings.

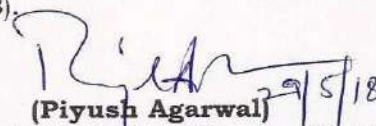
In view of recent accident at unmanned level crossing, Hon'ble MR had directed to eliminate all the UMLCs by September'2018. GMs of Zonal Railways have raised certain issues/constraints, which have been examined and decided as below:

1. GMs are fully empowered to take decision in connection with elimination of UMLC such as tendering system, grant traffic blocks, speed restriction, sanction of work, technical decisions regarding manning and interlocking, etc. No case of any nature should come to Board for decision.
2. Total MLC gates should not be more than ten (interlocked / non-interlocked) in a block section or controlled by a station. However, total number of non interlocked manned level crossings in a block section should be limited to five. GM of Zonal Railways can, however, as exception take a well reasoned decision on the number of LCs duly considering various aspects of safety and train operations.
3. Manning of unmanned level crossings should be done as per manual as below:
 - a. Manning can be done with Leaf gate/chain barrier till regular lifting boom barrier, road, fencing etc. as per manual provision.
 - b. Till proper gate lodge will be constructed, porta cabin can be used.
 - c. Only proper communication should be ensured for manning. Zonal Railway will examine the availability of quad cable in the section for manning as use of cellular phones can have connectivity issues leading to operational problems.
 - d. Electricity on level crossing gates can also be provided through solar lights.
4. Manpower for manning of UMLCs –
 - a. Only permanent trackmen should be deployed as gatekeeper and additional manpower should be arranged by hiring Retired trackmen/gatekeepers, ex-servicemen/home guards to substitute the work of trackmen or their gang activities can be outsourced. However, non permanent staff can only be deputed at interlocked gates protected by signal in case of non availability of permanent staff. For re-engagement, only laid down procedure should be followed.
 - b. Validity of RRC panels of erstwhile Group D staff is being extended.
 - c. Recruitment of Course Completed Act Apprentices is not permitted.

5. Earlier policy guideline for interlocking of level crossings specifying the TVU criteria exists. However, keeping in view the fact that interlocking enhances safety to a large extent and Railway is extremely concerned about safety, the earlier stipulation regarding TVU for interlocking are being withdrawn and GMs are being fully empowered to decide on interlocking of LC gates (regardless of TVU) based on their assessments of various aspects of train operations.
6. Second ASM can be provided for doing commercial and miscellaneous duties so that the ASM on line-clear duty can fully concentrate on ensuring safe train operations.
7. Additional expenditure will have to be made for manning UMLCs as an interim measure where LHSs will be constructed at later stage. GM can sanction works within their power.

The overall target for elimination of UMLCs remains September'2018. However, issues, if any, that emerge with respect to elimination of unmanned level crossings by the target date in light of the above instructions; alongwith the plan to eliminate UMLCs on the Zonal Railways should be submitted by 15.06.2018. Doubts/clarifications, if any, may be sought only from PED/Bridge.

This issues with approval of Board (CRB).


(Piyush Agarwal) 29/5/18
Principal Executive Director/Bridge
Railway Board

Copy for kind information:
CRB, FC, ME, MT, MTR, MS
DG(S&T)
PED/Safety

| | |
|-----------|-------------------------|
| CHAPTER 4 | CADRE AND DUTY OF STAFF |
|-----------|-------------------------|

4.0 Cadre Position and Duties of Staff:

4.1 Cadre Position of Points men and Gatemen under Ti-I/JU, Ti-II/JU, Miscellaneous Units:

| Sr. No. | Station | Sanctioned Strength | | | On Roll | | | Vacancies/Excess | | |
|--------------|-------------|---------------------|--------------|----------------|---------------|--------------|----------------|------------------|--------------|----------------|
| | | PM 'A' (1900) | PM'B' (1800) | Gateman (1800) | PM 'A' (1900) | PM'B' (1800) | Gateman (1800) | PM 'A' (1900) | PM'B' (1800) | Gateman (1800) |
| 1. | Ti-I/JU | 43 | 3 | 8 | 30 | 10 | 8 | 13 | -7 | 0 |
| 2. | Ti-II/JU | 77 | 0 | 22 | 53 | 9 | 21 | 24 | -9 | 1 |
| 3. | Misc. Units | 65 | 0 | 0 | 57 | 0 | 0 | 8 | 0 | 0 |
| Total | | 185 | 3 | 30 | 140 | 19 | 29 | 45 | -16 | 1 |

4.2 Duty List of staff:

Duties of all concern operating staff as described in the operating manual are as under:

4.2.1 Duties of Points man/Shunt man:

- He shall obey all lawful orders of the ASM on duty or official in-charge supervising the shunting during the course of shunting operations including coupling or uncoupling of vehicles of wagons. Fixing rubber washers, closing wagon doors, displaying hand signals etc.
- He shall exhibit danger signal to the official supervising the shunting should the crossing be fouled during the shunting operation.
- He shall pilot the trains in case of abnormal working and when ordered by the SM on duty.
- He shall be in proper neat and clean uniform while on duty.
- He shall come on duty after taking complete rest and shall not perform duty under the influence of liquor, drugs, or intoxicants.
- Neither shall he absent himself from duty nor shall he exchange his duty without prior permission of his superiors.
- He shall not leave his duty unless properly relieved or authorized by his superiors.
- He shall set the points properly in non-interlocked yard and man them for all shunting movements and shall not interfere with the points while the vehicles are standing and, or passing over them.
- He shall be responsible to see that fouling marks are kept clear after completion of shunting.
- He shall always commence his duty equipped with hand signal lamps during night and flags during day.

- xi) He shall verify the correct setting of route before delivering required papers to the loco pilot either through taking 'OFF' the relevant shunt signal or by personal observation.
- xii) In case of track failure he shall assist the SM to ascertain the clearance of line.
- xiii) He shall be responsible for lighting up of the indicators in the evening and putting out in the morning time fixed by DRM office and ensuring that these are burn brightly at night.
- xiv) He shall be responsible for cleaning and oiling the burners and trimming wicks during day time under the supervision of Station Manger/Deputy Station Manager.

4.2.2 Duties of Gate man:

- i) He shall be responsible for proper operation of the gate as per SWRs for the passage of trains.
- ii) He shall ensure that no train suffers any detention on account of late closing of the gate.
- iii) He shall keep the channels of check-rails clean and shall clean the road within the railway limits and water the area regularly.
- iv) He shall clean the gate lamps and hand signal lamps daily. He shall ensure that the wicks of the burners are trimmed so that these are lighted properly and kept burning continuously from sun set to sunrise.
- v) He shall keep the surroundings of his gate lodge clean tidy and neatly planted with shrubs, plants etc.
- vi) He shall remain alert on duty till properly relieved. If he is required to leave the gate in an emergency he shall close and lock the gate booms against the road traffic before leaving the gate.
- vii) He shall ensure that the equipment at L-xing are complete and in working orders.
- viii) He shall produce the public complaint book when required by public for lodging complaint and to the railway officials for inspection.
- ix) He shall ensure that road traffic is not unnecessarily held up at the gate.
- x) He shall stand in attention near the gate lodge facing the track and be prepared to repeat any signal which the guard may intend to convey to the loco pilot or show caution or danger signal should anything appear to be wrong with the train itself as it passes.
- xi) He shall be polite and courteous in his behavior towards the public.
- xii) He shall report any defect in the gate to the ASM on duty without delay.
- xiii) He shall close the gate on sighting a train or when ordered by the ASM on panel duty.
- xiv) He shall attract the attention of the loco pilots and guards by shouting and gesticulating instead of showing danger signal in case of tram parting. xv) He shall obey all lawful orders of the SM on duty.
- xv) In case of any obstruction, accident or damage to the gates, he shall protect the gate/obstruction as per instructions and rules in force.

CHAPTER 5

DEPLOYMENT OF STAFF AND CRITICAL ANALYSIS

5.0 Section-wise deployment, workload and critical analysis:

5.1 Staff under TI/JU-I (Section from BANE to RKZ):

| Sr. No. | Station | SS | | | On Roll | | | Vacancies | | | Roster | LC No. | Status of LC (As per TVUs) | Deployment | Prop. Cadre | Identified Surplus | Critical Analysis |
|---------|---------|--------|--------|----------|---------|--------|----------|-----------|--------|----------|------------------------|--------|-------------------------------|--|-------------|--------------------|--|
| | | PM 'A' | PM 'B' | Gate man | PM 'A' | PM 'B' | Gate man | PM 'A' | PM 'B' | Gate man | | | | | | | |
| 1. | BANE | 4 | 0 | 2 | 1 | 3 | 2 | 3 | -3 | 0 | EI | C-207 | Open to Road Traffic | 01 Points Man at Station and 01 Gate man are deputed in each shift and 02 Points man are being used as LR/RG. | 6 | 0 | Justified |
| 2. | SZ | 4 | 0 | 2 | 3 | 1 | 2 | 1 | -1 | 0 | EI | C-213 | Open to Road Traffic | 2 Points Men at Station and 01 Gate man are deputed in each shift and LR/RG are being managed from BANE | 6 | 0 | Justified |
| 3. | HWT | 4 | 1 | 0 | 3 | 2 | 0 | 1 | -1 | 0 | EI | Nil | NA | 1 Points Man at Station is deputed in each shift and 02 Points Man is being utilized as LR/RG. | 4 | 1 | 01 Points Man has been considered surplus. |
| 4. | LN | 10 | 0 | 2 | 7 | 1 | 2 | 3 | -1 | 0 | EI (10 hours /02 Rest) | C-223 | Open to Road Traffic | 2 Points Men at Station and 01 Gate Man are deputed in each shift and 05 Points Man are being utilized as LR/RG. | 11 | 1 | 01 Points Man has been considered surplus. |
| 5. | RT | 4 | 0 | 2 | 4 | 0 | 2 | 0 | 0 | 0 | EI | C-10 | Open to Road Traffic | 01 Points Man at Station and 01 Gate man are deputed in each shift and 01 Points man are being used as LR/RG. | 5 | 1 | 01 Points Man has been considered surplus. |

| Sr. No. | Station | SS | | | On Roll | | | Vacancies | | | Roster | LC No. | Status of LC (As per TVUs) | Deployment | Prop. Cadre | Identified Surplus | Critical Analysis |
|---------|---------|--------|--------|----------|---------|--------|----------|-----------|--------|----------|--------|--------|----------------------------|--|-------------|--------------------|---|
| | | PM 'A' | PM' B' | Gate man | PM 'A' | PM' B' | Gate man | PM 'A' | PM' B' | Gate man | | | | | | | |
| 6. | KAI | 5 | 1 | 0 | 4 | 1 | 0 | 1 | 0 | 0 | EI | C-17 | Open to Road Traffic | 01 Points Man at Station and 01 Points Man are deputed in each shift and 01 Points man are being used as RG. | 5 | 1 | 01 Points Men has been considered surplus. |
| 7. | PMY | 4 | 0 | 0 | 2 | 1 | 0 | 2 | -1 | 0 | EI | Nil | NA | 01 Points Man at Station in each shift is deputed and 02 Points men are being used as LR/RG. | 4 | 0 | Justified |
| 8. | BOM | 5 | 0 | 0 | 3 | 1 | 0 | 2 | -1 | 0 | EI | Nil | NA | 01 Points Man at Station is deputed in each shift and 01 Points man are being used as RG. | 3 | 2 | 02 Points Men have been considered surplus. |
| 9. | RKZ | 3 | 1 | 0 | 3 | 0 | 0 | 0 | 1 | 0 | EI | C-43 | Closed to Road Traffic | 01 Points Man at Station is deputed in each shift and 01+01= Points men are being used as RG/LR at RKZ as well as at BOM. It is also an interchange point. | 4 | 0 | Justified |
| Total | | 43 | 3 | 8 | 30 | 10 | 8 | 13 | -7 | 0 | | | | | 48 | 6 | |

5.2 Staff under TI/JU-II (Section from RKB to JOM):

| Sr. No. | Station | SS | | | On Roll | | | Vacancies | | | Roster | LC No. | Status of LC (As per TVUs) | Deployment | Prop. Cadre | Identified Surplus | Critical Analysis |
|---------|---------|--------|--------|----------|---------|--------|----------|-----------|--------|----------|---------------------|---------------------------|----------------------------|---|-------------|--------------------|---|
| | | PM 'A' | PM' B' | Gate man | PM 'A' | PM' B' | Gate man | PM 'A' | PM' B' | Gate man | | | | | | | |
| 1. | RKB | 9 | 0 | 7 | 5 | 5 | 7 | 4 | -5 | 0 | C/ EI | B-2/C-172 /171 | Open to Road Traffic | 02 Points Man at station and 01 (B-2 & C-172) +01(C-171) Gate Man at L-Xing in each shift are deputed and 05 Points man are being used as LR/RG. | 15 | 1 | 01 Points Man has been considered surplus. |
| 2. | JUCT | 7 | 0 | 2 | 6 | 0 | 1 | 1 | 0 | 1 | EI (10 hours roster | C-164/ C-165 Spl (Closed) | Open to Road Traffic | 01 Points Man at station and 01 Gate Man at L-Xing in each shift are deputed and 02 Points man are being used as LR/ RG | 6 | 3 | 03 Points Man have been considered Surplus. |
| 3. | BNO | 6 | 0 | 2 | 3 | 1 | 2 | 3 | -1 | 0 | EI | C-160 Spl | Open to Road Traffic | 02 Points Man at station are required for excessive shunting due to cant. area and 01 Gate Man at L-Xing in each shift are deputed and 02 Points man are being used as LR/ RG | 8 | 0 | Justified. |
| 4. | JWL | 5 | 0 | 0 | 3 | 2 | 0 | 2 | -2 | 0 | EI | C-154 | Open to Road Traffic | 01 Points Man at station and 01 Gate Man at L-Xing in each shift are deputed and 01 Points man are being used as LR/ RG | 5 | 0 | Justified. |

| Sr. No. | Station | SS | | | On Roll | | | Vacancies | | | Roster | LC No. | Status of LC (As per TVUs) | Deployment | Prop. Cadre | Identified Surplus | Critical Analysis |
|---------|---------|--------|--------|----------|---------|--------|----------|-----------|--------|----------|--|------------|----------------------------|---|-------------|--------------------|--|
| | | PM 'A' | PM 'B' | Gate man | PM 'A' | PM 'B' | Gate man | PM 'A' | PM 'B' | Gate man | | | | | | | |
| 5. | AAS | 6 | 0 | 0 | 4 | 0 | 0 | 2 | 0 | 0 | EI | C-148 | Open to Road Traffic | 01 Points Man at station and 01 Gate Man at L-Xing in each shift are deputed and 01 Points man are being used as LR/ RG | 5 | 1 | 01 Points Man has been considered surplus. |
| 6. | KSW | 3 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | EI | Nil | NA | 01 Points Man at station in each shift are deputed and 01 Points man are being used as LR/ RG | 3 | 0 | Justified. |
| 7. | PPR | 9 | 0 | 2 | 7 | 0 | 2 | 2 | 0 | 0 | EI (10 hrs roster at station & 12 hrs at L-xing) | C-139/ 140 | Open to Road Traffic | 01 Points Man at station, 01 Points Man mobile with passenger train in PPR-BARA section and 01+01 Gate Man at L-Xing in each shift are deputed and 03 Points man are being used as LR/ RG | 11 | 0 | Justified. |
| 8. | SWF | 6 | 0 | 0 | 6 | 0 | 0 | 0 | 0 | 0 | EI | C-135 | Open to Road Traffic | 01 Points Man at station and 01 Gate Man at L-Xing in each shift are deputed and 02 Points man are being used as LR/ RG | 6 | 0 | Justified. |

| Sr. No. | Station | SS | | | On Roll | | | Vacancies | | | Roster | LC No. | Status of LC (As per TVUs) | Deployment | Prop. Cadre | Identified Surplus | Critical Analysis |
|---------|---------|--------|--------|----------|---------|--------|----------|-----------|--------|----------|---------------------------------------|---------------|----------------------------|---|-------------|--------------------|--|
| | | PM 'A' | PM' B' | Gate man | PM 'A' | PM' B' | Gate man | PM 'A' | PM' B' | Gate man | | | | | | | |
| 9. | UMED | 7 | 0 | 1 | 4 | 0 | 1 | 3 | 0 | 0 | EI | C-122/123 | Open to Road Traffic | 01 Points Man at station and 01 Gate Man at L-Xing in each shift are deputed and 01 Points man are being used as LR/ RG | 7 | 1 | 01 Points Man has been considered surplus. |
| 10. | KXG | 7 | 0 | 1 | 4 | 1 | 1 | 3 | -1 | 0 | EI | C-117 | Open to Road Traffic | Due to loading station 02 Points Man at station and 01 Gate Man at L-xing in each shift are deputed and 03 Points Man are deputed as LR/RG. | 8 | 0 | Justified. |
| 11. | GOTN | 9 | 0 | 7 | 7 | 0 | 7 | 2 | 0 | 0 | EI (10 hrs duty roster of Points Man) | C-113/114/115 | Open to Road Traffic | Due to loading station 02 Points Man at station and 01+01+01 Gate Men at L-xing in each shift are deputed and 06 Points Men are deputed as LR/RG. | 16 | 0 | Justified. |
| 12. | JOM | 3 | 0 | 0 | 1 | 0 | 0 | 2 | 0 | 0 | EI | Nil | Open to Road Traffic | 01 Points Man at station in each shift are deputed and 01 Points man are being used as LR/ RG | 3 | 0 | Justified. |
| Total | | 77 | 0 | 22 | 53 | 9 | 21 | 24 | -9 | 1 | | | | | 93 | 6 | |

5.3 Staff working under Misc. Unit of JU division:

| Sr. No. | Station | SS | | | On Roll | | | Vacancies | | | Roster | LC No. | Status of LC (As per TVUs) | Deployment | Prop. Cadre | Identified Surplus | Critical Analysis |
|---------|---------|--------|--------|----------|---------|--------|----------|-----------|--------|----------|--------------|--------|-------------------------------|--|-------------|--------------------|--|
| | | PM 'A' | PM' B' | Gate man | PM 'A' | PM' B' | Gate man | PM 'A' | PM' B' | Gate man | | | | | | | |
| 1. | JU | 31 | 0 | 0 | 31 | 0 | 0 | 0 | 0 | 0 | C | Nil | NA | 03 Points Man at station+ 04 Points Man in yard +01 Points Man to deliver Caution order in each shift are deputed and 07 Points man are being used as LR/RG. | 31 | 0 | Justified |
| 2. | BGKT | 16 | 0 | 0 | 15 | 0 | 0 | 1 | 0 | 0 | EI (10 hrs.) | Nil | NA | 03 Points Man at station+ 01 Points Man to deliver Caution order in each shift are deputed and 3 Points men are being used as LR/RG. | 15 | 1 | 01 Points Men has been considered surplus |
| 3. | TI-I | 2 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | C | Nil | NA | 01 Points Man with each TI have been considered sufficient. | 1 | 1 | 07 Points Men have been considered surplus |
| 4. | TI-II | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | C | Nil | NA | | 1 | 0 | |
| 5. | TI-MTD | 2 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | C | Nil | NA | | 1 | 1 | |
| 6. | TI-DNA | 2 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | C | Nil | NA | | 1 | 1 | |
| 7. | TI-SMR | 2 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | C | Nil | NA | | 1 | 1 | |
| 8. | TI-MBNL | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | C | Nil | NA | | 1 | 0 | |
| 9. | TI-BME | 2 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | C | Nil | NA | | 1 | 1 | |
| 10. | TI-POK | 2 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | C | Nil | NA | | 1 | 1 | |
| 11. | TI-MKN | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | C | Nil | NA | | 1 | 0 | |
| 12. | DTI | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | C | Nil | NA | | 1 | 0 | |
| 13. | TI/MPP | 2 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | C | Nil | NA | | 1 | 1 | |
| Total | | 65 | 0 | 0 | 57 | 0 | 0 | 8 | 0 | 0 | | | | | 57 | 8 | |

| | |
|-----------|------------------------------------|
| CHAPTER 6 | SUMMARY OF PROJECTED SURPLUS POSTS |
|-----------|------------------------------------|

6.0 Summary of Projected Surplus Posts:

6.1 Staff under TI/JU-I (Section from BANE to RKZ):

| Sr. No. | Station | Points man & Gateman | | | | |
|---------|---------|----------------------|----|------|----------------|--------------------|
| | | SS | OR | Vac. | Proposed Cadre | Surplus Identified |
| 1. | BANE | 6 | 6 | 0 | 6 | 0 |
| 2. | SZ | 6 | 6 | 0 | 6 | 0 |
| 3. | HWT | 5 | 5 | 0 | 4 | 1 |
| 4. | LN | 12 | 10 | 2 | 11 | 1 |
| 5. | RT | 6 | 6 | 0 | 5 | 1 |
| 6. | KAI | 6 | 5 | 1 | 5 | 1 |
| 7. | PMY | 4 | 3 | 1 | 4 | 0 |
| 8. | BOM | 5 | 4 | 1 | 3 | 2 |
| 9. | RKZ | 4 | 3 | 1 | 4 | 0 |
| Total | | 54 | 48 | 6 | 48 | 6 |

6.2 Staff under TI/JU-II (Section from RKB to JOM):

| Sr. No. | Station | Points man & Gateman | | | | |
|---------|---------|----------------------|----|------|----------------|--------------------|
| | | SS | OR | Vac. | Proposed Cadre | Surplus Identified |
| 1. | RKB | 16 | 17 | -1 | 15 | 1 |
| 2. | JUCT | 9 | 7 | 2 | 6 | 3 |
| 3. | BNO | 8 | 6 | 2 | 8 | 0 |
| 4. | JWL | 5 | 5 | 0 | 5 | 0 |
| 5. | AAS | 6 | 4 | 2 | 5 | 1 |
| 6. | KSW | 3 | 3 | 0 | 3 | 0 |
| 7. | PPR | 11 | 9 | 2 | 11 | 0 |
| 8. | SWF | 6 | 6 | 0 | 6 | 0 |
| 9. | UMED | 8 | 5 | 3 | 7 | 1 |
| 10. | KXG | 8 | 6 | 2 | 8 | 0 |
| 11. | GOTN | 16 | 14 | 2 | 16 | 0 |
| 12. | JOM | 3 | 1 | 2 | 3 | 0 |
| Total | | 99 | 83 | 16 | 93 | 6 |

6.3 Staff under Misc. Units (Section from JU & BGKT):

| Sr. No. | Station | Points man & Gateman | | | | |
|--------------|---------|----------------------|-----------|----------|----------------|--------------------|
| | | SS | OR | Vac. | Proposed Cadre | Surplus Identified |
| 13. | JU | 31 | 31 | 0 | 31 | 0 |
| 14. | BGKT | 16 | 15 | 1 | 15 | 1 |
| 15. | TI-I | 2 | 1 | 1 | 1 | 1 |
| 16. | TI-II | 1 | 1 | 0 | 1 | 0 |
| 17. | TI-MTD | 2 | 1 | 1 | 1 | 1 |
| 18. | TI-DNA | 2 | 1 | 1 | 1 | 1 |
| 19. | TI-SMR | 2 | 1 | 1 | 1 | 1 |
| 20. | TI-MBNL | 1 | 1 | 0 | 1 | 0 |
| 21. | TI-BME | 2 | 1 | 1 | 1 | 1 |
| 22. | TI-POK | 2 | 1 | 1 | 1 | 1 |
| 23. | TI-MKN | 1 | 1 | 0 | 1 | 0 |
| 24. | DTI | 1 | 1 | 0 | 1 | 0 |
| 25. | TI/MPP | 2 | 1 | 1 | 1 | 1 |
| Total | | 65 | 57 | 8 | 57 | 8 |

6.4 Staff under TIs:

| Sr. No. | Station | Points man & Gateman | | | | |
|--------------|----------|----------------------|------------|-----------|----------------|--------------------|
| | | SS | OR | Vac. | Proposed Cadre | Surplus Identified |
| 1. | TI/JU-I | 54 | 48 | 6 | 48 | 6 |
| 2. | TI/JU-II | 99 | 83 | 16 | 93 | 6 |
| 3. | TI/Misc. | 65 | 57 | 8 | 57 | 8 |
| Total | | 218 | 188 | 30 | 198 | 20 |

| CHAPTER 7 | RECOMMENDATION |
|-----------|---|
| 7.0 | <p>In a continuous process of modernization of the equipment to reduce the manual efforts. Immense advancement has been taken place in the train operation technology. Modernization of the yard through interlocking and introduction of advance version in signaling system has changed the whole scenario and succeeded to reduce the manual efforts drastically. Elimination of level crossing by introducing RUBs and ROB has further extended the efficiencies and safety to the train operation. In view of these drastic changes in the field of train operation, an immediate need to review the staff strength was felt, so as to man power can be used at its optimum output and surplus manpower shall be identified. In the Work Study Report, data regarding technology changes made in train operation system and existing sanctioned man power taken in to consideration and on the basis of critical analysis of these data as well on the basis of field observations following recommendations are being purposed:</p> |
| 7.1 | <p>Recommendations No.1:</p> <p>Total 20 Posts of Points Man/Gate Man found surplus.</p> |
| 7.1.1 | <p>Against total existing cadre of 54 Points Men/Gate Men, total 48 Points Men/Gate Men considered sufficient to meet out with workload of BANE-RKZ section and 06 Points Men/ Gatemen have been considered surplus in the cadre.</p> |
| 7.1.2 | <p>Against total existing cadre of 99 Points Man/Gate Man, total 93 Points Man/Gate Man considered sufficient to meet out with workload of RKB-JOM section and 06 Points Man/ Gateman have been considered surplus in the cadre.</p> |
| 7.1.3 | <p>Against total existing cadre of 65 Points Men/Gate Men, total 57 Points Men/Gate Men considered sufficient to meet out with workload of JU & BGKT section and 08 Points Men/ Gatemen have been considered surplus in the cadre.</p> |
| 7.2 | <p>Recommendation No. 02:</p> <p>The policy regarding eliminating Unmanned Level Crossing has created a need to fulfill the existing vacancies of Gateman. As per Para 1 of letter no. 2017/CE-IV/LX/100 (Committee); dated: 26.06.2018 it has been clarified that- “General Manager of Zonal Railways, on need basis, may deploy ex-servicemen on contract basis by executing proper contract agreement as per section 197 (2) of the Railway Act as a considered decision with due diligence based on training and competency to man the level crossing gates. Safety of train operation has to be ensured at all times.” The Engineering department of the Jodhpur division has already made such contract with Rajasthan Ex-Servicemen Corporation Limited, Jaipur, thus it is recommended that the Operating Department also to meet out with the vacancies in the cadre of Gatemen may engage Ex-Servicemen through such contract, to ensure manning of all the Level Crossings under Operating department.</p> |
| 7.3 | <p>Recommendation No. 03:</p> <p>There is immense need of developing multi-skilling in the staff performing similar nature of Job, so as to the limitations of using this man-power can be extended. In view of this the possibility for merging of cadre of Points Man and Gate Man shall be explored.</p> |

Minutes of meeting held in Chamber of Sr. DOM on 17/18.09.2018

Subject: Optimization and increasing efficiency of Points Man and Gate Man staff working under TI/JU-I, TI/JU-II and miscellaneous units of Jodhpur division.

Ref: Draft work study report no. G/HQ/WS/463/03/Optg./JU/2018-19

1. The work study report was briefed to the Sr. DOM/JU with recommendations.
2. Total sanctioned strength of Points Man and Gate Man staff working with these is 218 and on roll staff is 181, thus effective existing vacancies in these cadres are 31.
3. After introduction of upgraded technology like colour light signaling and penal interlocking, manual efforts in the operation of trains have been reduced drastically.
4. After critical analysis of the data provided by the coordinator and field observation it has been recommended in the work study report that to meet out with the revised workload 198 staff will be sufficient and 20 posts has been considered surplus.
5. After discussion recommendation Sr. DOM/JU agreed with recommendations of the work study report and informed that they will utilized the money value received as result of surrender for creation of the posts of Assistant Station Master, proposal of which has already send and is pending in absence of the money value.



Sr. DOM/JU

Coordinator:

1. Shri Dinesh Mallik, TI (MPP)/JU 

Work Study Team:

1. Shri Kamlesh Kumar Meena, CWSI/HQ/NWR/JP 
2. Shri Rajendra Singh Khiria, WSI/HQ/NWR/JP 
3. Shri Prakash Gurnani, WSI/HQ/NWR/JP 

| | |
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| CHAPTER 9 | SUMMARY OF RECOMMENDATIONS |
|-----------|----------------------------|

9.0 Detail of summary of recommendations

| Sr. No. | Recommendations | Para No. | Accepting/ Implementing Authority |
|---------|--|----------|-----------------------------------|
| 9.1 | Recommendations No.1: Total 20 Posts of Points Man/Gate Man found surplus. | | |
| 9.1.1 | Against total existing cadre of 54 Points Men/Gate Men, total 48 Points Men/Gate Men considered sufficient to meet out with workload of BANE-RKZ section and 06 Points Men/ Gatemen have been considered surplus in the cadre. | | |
| 9.1.2 | Against total existing cadre of 99 Points Man/Gate Man, total 93 Points Man/Gate Man considered sufficient to meet out with workload of RKB-JOM section and 06 Points Man/ Gateman have been considered surplus in the cadre. | 7.1 | |
| 9.1.3 | Against total existing cadre of 65 Points Men/Gate Men, total 57 Points Men/Gate Men considered sufficient to meet out with workload of JU & BGKT section and 08 Points Men/ Gatemen have been considered surplus in the cadre. | | |
| 9.2 | Recommendation No. 02: Revised policy regarding eliminating Unmanned Level Crossing has created a need to fulfill the existing vacancies of Gateman as “Retired staff like- Track maintainer, Key man, Gateman, Gang mate and home guard will be re-engaged as per Railway Board’ s letter no. 2017/CE-IV/LX/100 (Committee); dated-25.07.2018.” The Engineering department of the Jodhpur division has already made such contract with Rajasthan Ex-Servicemen Corporation Limited, Jaipur, thus it is recommended that the Operating Department also to meet out with the vacancies in the cadre of Gatemen may engage Ex-Servicemen through such contract, to ensure manning of all the Level Crossings under Operating department. | 7.2 | DRM/JU |
| 9.3 | Recommendation No. 03: There is immense need of developing multi-skilling in the staff performing similar nature of Job, so as to the limitations of using this man-power can be extended. In view of this the possibility for merging of cadre of Points Man and Gate Man shall be explored. | 7.3 | |

| | |
|------------|------------------------|
| CHAPTER 10 | FINANCIAL IMPLICATIONS |
|------------|------------------------|

10.1 Financial Implications:

With the proposal for surrender of **20 posts of Points Men & Gate Men** working under TI/JU-I, TI/JU-II & Misc. Units of Operating department of Jodhpur Division. **The recurring savings per annum in money value amount is given as below:-**

| Sr. No. | Category | Pay Matrix | | Mean Pay | DA 9% | Total Pay | No. of posts | Total saving per month (Rs.) | Total saving per year (Rs.) |
|---------|----------------------|------------|-------|----------|-------|-----------|--------------|------------------------------|-----------------------------|
| 1 | Points man & Gatemen | 18000 | 56900 | 37450 | 3370 | 40820 | 20 | 816400 | 9796800 |
| Total | | | | | | | 20 | 816400 | 9796800 |

Total recurring savings of 20 surplus posts is Rs.97.97 lac. per annum approximately.