

## **A C K N O W L E D G E M E N T**

The Central Planning organization takes this opportunity to express hearty thanks to the officers and staff of Personnel department of Wagon Work Shop/Lallaguda for their co-operation in compilation of the report.

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## **M E T H O D O L O G Y**

The Work Study team has applied the following techniques for completion of the Work Study.

1. Collection of workload particulars.
2. Interaction with Staff and Officers of the Wagon Work Shop/LGDS.
3. Critical examination of the existing system of working and
4. Assessment of manpower requirement.

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## **SYNOPSIS**

- **Subject:** Review of Staff Strength of Personnel Branch of Carriage Work shop/Lallaguda.
- **Authority:** Annual programme of work studies 2017-18.
- **Study No:** WSSCR-05/18-19
- **Reference File No:** No.G.276/2/WSSCR-05/18-19
- **Area Of Activity:** Personnel department/LDGS.
- As per the directives of SDGM, the Planning Cell has conducted a Work Study on the above subject and assessed the requirement of manpower in Personnel Branch/Carriage Workshop/LGD.
- Carriage Work Shop /LGD have 3303 staff as sanctions and deals with actual 2879 staff of its different branches. The personal branch works with 58 on roll staff against sanction of 66 staff. The MPR of Personnel Branch of Carriage Workshop is around 19.98 staff/'000 staff on sanctioned strength.
- After the initiation of various IT applications such as PRIME and AFRES/IPAS etc. in the working of personnel branch, things have become simpler and easier in the preparation of pay bills and various other related activities.
- For the assessment of manpower in personnel branch of Carriage Workshop/LGD, the available yardstick, vide Railway Board's Lr No. E (MPP) 2006/1/89, dated: 04.10.06, Annexure (Page No.3) Sl. No.30 & 31 is as follows:

Sl. No.	Category	Guidelines
30	<b>Headquarters Office staff including</b> General Admin, <b>Personnel</b> , Accounts and Stores	The requirement of Headquarter staff should be calculated on the norm of <b>1 staff in Zonal Headquarters for every 120 staff</b> in the Zone.
31	DRM's Office staff including General Admin, Personnel, Accounts and Stores.	Similarly the yardstick of 1 staff for every 100 staff in the division shall be used for calculation of staff in divisional headquarters.

- **Calculation Of Manpower Requirement as per the above yardstick:**
  - The total staff strength of LGDS work shop is 3303 as on 01.05.2018
  - The requirement of staff for 3303 staff= $3303/120=27.6$  say **28** posts
- **Remarks of the Planning Cell:**
  - 1) Requirement of Manpower Requirement as per the yardstick = **28** posts
  - 2) **Additional posts on need basis:**
    - In addition to the regular duties like Zonal office personnel staff, workshop personnel staffs are performing incentive duties like Time booth clerks. Staff required in Time booth office = **11** posts
    - Since ECRCs are not posted for manning the reservation counter by Commercial Department, Personnel staff of Lallaguda workshop performing the duties at computerised reservation counter for privilege passes and PTOs of the Railway employees. For this purpose staff required = **1** post
    - For Pre-2016 pension revision work (approximately 3000 retired staff) = **2** posts.

- Total Additional posts required = **14** posts.
- Total requirement of staff = 28+14 = **42** posts.
- Staff excess to the requirement = 66-42 = **24** posts

- 3) With the above variations of Para No. 2, the Personnel Branch activities of Carriage Work Shop are same, when compared with the Personnel Branch work of Divisions. Presently Guntur Division is having sanctioned strength of 4715 and managing with 45 sanctioned Personnel Branch Staff. Whereas the MPR of Personnel Branch of Carriage Workshop/LGD is around 19.98 staff/'000 staff, which is highest among the Divisions with less <18000 staff in South Central Railway.
- 4) Hence the assessed 42 posts are sufficient to cater the needs of 3303 sanctioned strength of Carriage Workshop/LGD.
- 5) On implementation of the above recommendation the effective savings to the Railways is 115.4 lakhs and the effective MPR of Personnel Branch of Carriage Workshop/LGD will be 12.72 staff/'000 staff.

➤ **Recommendation: It is recommended to surrender 24 posts from Personnel Branch of Carriage Workshop/LGD which are excess to the requirement.**

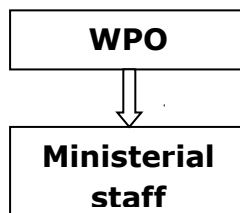
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## **1.0 INTRODUCTION:**

- 1.1 **GENESIS OF THE REPORT:** Manpower is the biggest component of the expenditure of Indian Railways and rightsizing of manpower is one of the effective ways to increase operational efficiency and to make the system financially viable.
- 1.2 As per the directives of SDGM, the Central planning cell of South Central Railway conducted a review on the Staff strength of Ministerial staff of Personnel Branch working in Carriage Work Shop/Lallaguda.
- 1.3 **Work And Importance of Personnel Branch:**  
Personnel Branch deals with the establishment matters viz
- Maintaining of personal files, service sheets.
  - Preparation of salary bill.
  - Holding selection for promotion.
  - Redressal of grievances.
  - Welfare measures and,
  - Maintaining Industrial relations.
- 1.4 **Ministerial Staff Of Personnel Branch/ Carriage Work Shop/Lallaguda:**  
The personnel department of Carriage Work Shop/ Lallaguda is headed by WPO/LGDS. Ministerial staff of Personnel Department are directly working under the administrative control of WPO and serves 3303 staff of various branches of this Work Shop with sanctioned strength of 66 and actual strength of 58 posts.
- 1.5 The following are some of the main sections of the personnel department.
- A. Establishment (Cadre).
  - B. Payment of salaries and allowances to the staff (Bills).
  - C. Maintenance of Industrial Relations (PNM & Other sections).
  - D. Welfare measures etc (Welfare section).

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**2.1 ORGANISATION:** Ministerial staff of Personnel Department of Carriage Work Shop/Lallaguda are directly working under the administrative control of WPO.



**2.2 Broad Activities of Personnel Department:** The broad activity sections of Personnel Branch/Carriage Work Shop/Lallaquda are as under:

S No	Section
1.	General Admn, Quarters, Advances and PNM section.
2.	Rules & Co-ordination section.
3.	Settlement section.
4.	RTI
5.	Pass section.
6.	R & D section.
7.	Computers (SPANDNA).
8.	Stores.
9.	Law Section.
10.	Welfare Section
11.	Incentive Section

### 2.3 SAVE position of Carriage Workshop/LGD as on 01.06.2018:

	Mechanical			Electrical		
Category	San	Act	Vac	San	Act	Vac
SSE	143	139	04	28	25	03
JE	83	65	18	15	13	02
<b>Sub total</b>	<b>226</b>	<b>204</b>	<b>22</b>	<b>43</b>	<b>38</b>	<b>05</b>
Sr.Tech	543	519	24	115	106	09
Tech.I	1092	585	507	227	185	42
Tech.II	169	244	-75	38	44	-06
Tech.III	214	447	-233	65	59	06
<b>Sub total</b>	<b>2018</b>	<b>1795</b>	<b>223</b>	<b>445</b>	<b>394</b>	<b>51</b>
Helpers	197	128	69	116	93	23
<b>Total 1</b>	<b>2441</b>	<b>2127</b>	<b>314</b>	<b>604</b>	<b>525</b>	<b>79</b>
Ministerial						
Personnel	66	58	08	00	00	00
Non- Personnel	50	43	07	17	13	04
Peons	38	34	04	05	05	00
<b>Total 2</b>	<b>154</b>	<b>135</b>	<b>19</b>	<b>22</b>	<b>18</b>	<b>04</b>
Others						
CMT lab	30	19	11	00	00	00
Canteen	12	13	-01	00	00	00

Drawing	10	10	00	04	01	03
Computer	00	04	-04	00	00	00
RBK/YADGIR	24	25	-01	02	02	00
<b>Total-3</b>	<b>76</b>	<b>71</b>	<b>05</b>	<b>06</b>	<b>03</b>	<b>03</b>
<b>Grand Total(1+2+3)</b>	<b>2671</b>	<b>2333</b>	<b>338</b>	<b>632</b>	<b>546</b>	<b>86</b>

### 2.3.1 SUMMARY

Department	San	Act	Vac
Mechanical	2671	2333	338
Electrical	632	546	86
<b>Total</b>	<b>3303</b>	<b>2879</b>	<b>424</b>

### 2.3.2 SCALE CHECK-MINISTERIAL (PERSONNEL)- STAFF AS ON 01.06. 2018:

Designation	Pay Band	GP (6 <sup>th</sup> CPC)	Sanctions	On roll	Vacancies
Ch.OS	9300-34800	4600	12	12	0
OS	9300-34800	4200	33	26	7
Sr.Clerk	5200-20200	2800	9	7	2
Jr.Clerk	5200-20200	1900	6	8	-2
Ch.S&WI	9300-34800	4600	3	3	0
S&WI	9300-34800	4200	2	1	1
Gestnor operator	9300-34800	1800	1	1	0
		<b>Total</b>	<b>66</b>	<b>58</b>	<b>8</b>

### 2.4 Deployment of Staff :

The deployment of personnel staff working in various sections:

S No	Section	Name of the employee:	Designation	No. of staff
1	General	N. Anandam	Ch.OS	1
2	Confidential	R R Madhumeeta	Ch. OS	1
		K Jyothi	Ch.OS	1
		G V Rao	OS	1
		C Rajan	Jr.Clerk	1
3	SR/Court cases	P. Ramesh	Ch. OS	1
		K S Balakrishna Reddy	Sr.clerk	1
4	Cadre	P V G K Murty	Ch. OS	1
		Shalini B.Amin	OS	1
		Swaroop Rani	OS	1
		B V Rao	OS	1
		S Naresh	Jr. Clerk	1
		B Anil Kumar	Jr. Clerk	1
5	SR Section	S Sujatha	Ch.OS	1
		R S satyanand	OS	1
		T Arvind Singh	OS	1
		D Venugopal	Sr.clerk	1
6	Settlement	Anitha Elezebeth Toppo	Ch.OS	1

		M Radha	OS	1
		V Sharada	Sr.clerk	1
		C Venugopal	OS	1
7	R&R/L&W	K Umesh Naidu	Ch.S&WI	1
		C Francis	OS	1
		P V V Subba Rao	Sr.clerk	1
8	Incentive section	E Rajender	Ch. OS	1
		M Sudhakar Naik	OS	1
		Vijaya Jagadeeshan	OS	1
		Y Mohan	OS	1
		R Emmanuel	OS	1
		Amar Jyothi	OS	1
		Chan Sultana	OS	1
		K Mallikarjuna Rao	OS	1
		Qumarulla Khan	Sr.clerk	1
9	<u>Basic Training Centre</u>	K N L Prasad	OS	1
10	Subordinate Bills	Revathi Vijay	Ch.OS	1
		Ratna Kumar	OS	1
		B Parvathy	OS	1
		T K Chandra Kala	OS	1
11	Bills (Artisan)	S Savitri	Ch.OS	1
		Swarna Jeevan	Ch.OS	1
		R Anuradha	OS	1
		Gracy Varghese	OS	1
		S Srinu	OS	1
		Rajini Sushma	Sr.clerk	1
		P Anuradha	Jr.clerk	1
		K Victor Kumar	Jr.clerk	1
		B Srivani	Jr.clerk	1
12	Pass	K John Vesley	Ch.OS	1
		Vanishree Mahajan	OS	1
		M Shailaja	Jr.Clerk	1
		T Venkatesulu	Jr.Clerk	1
13	Construction	T Rambabu	OS	1
14	Hindi/General section	Jude Harry Martin	OS	1
15	Welfare Section	Manthre Naik	Ch.S&WI	1
		Prosenjit Baral	Ch.S&WI	1
		Sarala Madhavi	S&WI	1
		C Ramesh	Sr. Clerk	1
16	Gestetner operator	A Srinivas	G/operator	1
	<b>Total</b>			<b>58</b>

## 2.5 Deployment of Time booth clerks:

S No	Shop	Staff deployed
1	In-charge	1 Ch.OS
2	Mill Wright, Power car, Air brake, Spring	1 OS
3	Bogie , machine	1 OS
4	PCO,DCYC, Welding, inspection	1 OS
5	Central Tool room, Crriage, Tin smithy	1 OS
6	Painting, Trimming	1 OS
7	Corrosion	1 OS
8	Carriage shop	1 OS
9	Wheel shop, Component	1 OS
10	Train Lighting, Electrical repairs	1 OS
11	Air conditioning, electrical maintenance	1 OS
	Total	11 staff

## 2.6 Work Carried Out By Personnel Department:

The broad subjects that are dealt by Personnel department staff are as follows:

- 1) Service Records of individual employees along with their personal files.
- 2) Record of payment of salaries/wages/incentives/allowances/Bonus, Abstract muster rolls, leave applications, Sick certificates etc.
- 3) Employee's index.
- 4) Settlement documents.
- 5) Recruitment matters.
- 6) Office Orders for promotions/ discharge/ removal/ demotions/ transfers etc.
- 7) Cadre positions.
- 8) Creation of staff proposals.
- 9) Files related to transfers /promotions /removals /discharge/ demotions.
- 10) Selection proceedings.
- 11) Annual Confidential Reports.
- 12) Files related to Welfare activities.
- 13) Legal matters.
- 14) Workmen compensation matters.
- 15) Pass/PTO/Duty Card Passes/Compl. Card Passes/Metal Passes/Spl. Passes and computerised reservation (privilege pass and PTOs) for railway employees.
- 16) Stores related files.
- 17) Matters related to Territorial Army.
- 18) Awards.
- 19) Grievances documents.
- 20) Files related to various Advances, like, HBA, Scooter/Bicycle, Festival etc
- 21) Budget.
- 22) PCDO
- 23) RRB Indents.
- 24) Vacancy positions



25) Reservation Rosters.

26) Trade Union matters, staff associations etc (PNM meetings are held at every two months with both the trade unions by CWM along with all B.Os to discuss / redress various issues. Similarly PREM is also held quarterly along with the members of Trade Unions along with all B.Os headed by CWM. Necessary minutes are drawn against all such meetings).

**2.7 Functioning Of Personnel Branch:** All the functions of Personnel Department are based on the rules and procedures embodied in Railway Establishment codes, Manuals, Rules on Personnel matters in other railway codes, Labour laws & rules issued in connection with and the instructions emanated from Zonal Headquarters from time to time. All the establishment matters as stated above are initiated by the concerned dealers of each individual sections, are routed through the Ch.OS/OSs are finally examined by WPO and appropriate orders passed in the files as per the schedule of powers.

**2.8** The Personnel branch staff can be divided as Establishment section (Cadre section), Bills section and other sections. Their nature of work is detailed below:

**2.8.1 Establishment (Cadre Section):** Each cadre staff deals with the work of one or more department related with selection of selection posts/non-selection posts, preparation of selection lists, preparation of Office orders and circulation, verification of SRs, preparation of seniority lists, Preparation of rosters, verification and making changes in reservation rosters, Preparation of PCDO statements, Preparation of vacancy position, Attending staff Grievances - verification, preparation of replies, Furnishing information to DAR cases, PNM subjects – verification files and papers of PNM subjects and furnishing of remarks and other miscellaneous/ seasonal work/ MACPS etc.

**Duties of Cadre staff:**

- Selections - Assessment to putting up for approval.
- Non-selection - Assessment to putting up for approval.
- Preparation of selection list.
- Preparation of Office Orders & Circulation.
- Verification of SRs and preparation of seniority list.
- Preparation, verification and making changes in reservation roster.
- Preparation of PCDO statements.
- Preparation of vacancy position.
- Grievances - verification, preparation of proposals and reply.
- Court cases-collection of data, preparation, parawise remarks, obtaining CA approval, handing over to Rly. Advocate for file in court.
- Trade Test - verification, forwarding, publication of trade test results.
- PNM subjects – verification files and papers of PNM subjects and furnishing of remarks.
- DAR cases - Furnishing information to DAR cases.
- Miscellaneous/ seasonal work/ MACPS

**2.8.2 Bills section:** Each staff dealing with pay bills of one or more department and monitoring the PRIME and enter the pay details of each employee in PRIME, Verification of employee's Muster, posting of leave in register, Processing of leave applications i.e EX India leave/Extra-ordinary leave/

CCL/Other leave, TA bills, preparation of salary certificates for employees, preparation and issue of property permission letters, preparation of drawn/due statements, attending staff grievances, NR/ONR settlement cases attended in advance for submission, RTF cases, MACP cases, yearly once Bonus payments statements preparation, Half-yearly payment of DA arrears and maintaining SRs for each employee regarding posting orders, increments, promotions & fixations, reversions, transfers, awards & punishments, advances, arrears of pay etc.

### **2.8.3 Duties of a Bill clerk**

- Receipt and maintenance of Musters
- Processing of leave applications of all kinds of leave including Ex India leave, Child care leave, Encashment of Leave and entry of leave availed and maintenance of LLRs
- Entries of posting orders, increments, promotions & fixations, reversions, transfers, awards & punishments, advances, incentives, arrears of pay etc. and maintenance of Service Register
- Verification TA Bills and Preparation of TA statements and getting sanction from Accounts Department.
- Entry of Change Data such as TA, OT, OP, Arrears and other allowances wherever arises In PRIME, Getting Vetting of Bills, Preparation of salary and submission of bills to Accounts.
- Issue of salary certificates, NOC, other permission letters etc.
- Attending to staff grievances , Preparation of Drawn and due statements
- Attending to NR/ ONR settlement cases in advance till submission in the settlement section
- Attending to seasonal work such as obtaining sanction of Reimbursement of Tuition fee, Medical Charges
- Preparation of Drawn and Due statements/ MACP & Other misc. work.

### **2.8.4 Duties of Time Booth Clerks:**

- Record the day to day attendance and absenteeism.
- Leave posting and checking.
- Job card verification for incentive calculation.
- Night duty hours feeding in IPASS
- LAP statement.
- Preparation of Time Sheets.

**2.8.5 Other sections:** The remaining sections of personnel branch come under this classification; they deal with single/multiple subjects according to the need of the department. The sections and staff deployment as follows:

1. Confidential.
2. General Administration, Quarters, Advances and PNM section.
3. Rules & Co-ordination section.
4. Settlement section.
5. RTI
6. Pass section and computerised reservation counter for privilege passes and PTOs.
7. R & D section.
8. Stores.
9. Court cases.
10. Welfare Section.

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**3.0 İðâðð÷÷μðÐððÃÙðˆî òãðââð÷æðÂð /CRITICAL EXAMINATION:**

**3.1** Indian Railway over 13,00,000 employees working in different cadres. Personnel Branch is responsible for the co-ordination/preparation and providing data for drawing of salary bills, maintenance of salary records, service records, leave accounts etc.

**3.2** At present many of these functions are integrated into a system called Payroll & Inter-Related Modules (PRIME). PRIME has been designed, developed and implemented for a distributed processing environment. The processing is done at designated central locations either as On-Line or as batch process. PRIME has interface with Advanced Financial & Railway Expenditure Management System (AFRES). PRIME aims to support the activities of Human Resource Management as a decision support system and to capture and maintain all career events of employees and monitor recoveries from employees on the computerised system. Further it will also process and generate all types of bills including regular salary bills and generate various MIS reports required by different departments and units.

- With the advent of computerisation in the working of personnel branch of Indian Railways, the following functions of personnel branch are being carried out through **PRIME** and **AFRES**:
- Payroll System: Pay sheet system had been switched over to PRIME. By switching over to PRIME the manual intervention is reduced substantially and thereby increasing the accuracy, data security and atomization of different utilities. Salary Processing:- auto calculation of proportionate allowances/recovery based on duty days of emp. in a month and other factors/rules
- Employee Master Data information to be used in payroll and other modules.

• **Other functions related to PRIME are as under:**

- (a) **Calculation of DA Arrears:** whenever there is a change in the rate of DA, the arrears are calculated and included in regular pay sheet.
- (b) **Leave Records:** Maintaining the leave record of all employees in PRIME. Respective depot post the details of leave availed by their employees to update the record every month. In PRIME the leave is linked with the payroll program, so that the pay of an employee availing more leave than due, the salary will be deducted automatically. The balance LAP & LHAP is being printed on the pay slip.
- (c) **Development of Income tax returns:** Facilitated for generation of Form-16 & Form-24 for each employee.
- (d) **Computerization of "Productivity Link Bonus":** Statements showing "Productivity Link Bonus" each financial year for each employee are being generated once in a year through this system, which was previously being done manually by personnel department.
- (e) **Calculation of NDA:** Night Duty Allowance of Employees, who perform Night Duty are being calculated in PRIME, and directly posted in Pay sheet. By this module the arrears can also be paid to the employees automatically whenever the rates are revised because basic data being already available in the system.

- (f) **CMS (Crew Management System):** As a part of this programme, the direct posting of the following particulars of running staff on monthly basis from Crew lobbies has been made possible :
- Kilometres Earned each LP/ALP/Guard,
  - ALK,
  - Leave days,
  - NDA earned,
  - NHA earned, &
  - High Speed Allowance earned.
  - Calculation of Mileage allowance etc.
  - By direct posting of these particulars, duplicate entry by Bill Unit clerks have been eliminated, and also time saving and accuracy on data has been achieved.
- (g) **Cadre Module:** The Book of sanction and men on roll, on Designation, grade wise is being generated for checking. Now the following reports are to be generated on the present stage: Surrender of Post, Vacancy bank & Creation of Post.
- i. **Loan and Advances:** The module part pertains to Personnel and Accounts department for granting and recovery of loans and advances.
  - ii. Maintenance of record of Quarter allotment and vacancy and subsequent recovery of rent & other charges from salary.
  - iii. Tuition Fee Payment with link of previous payment within a Fin. Year.
  - iv. Auto calculation of arrears of Pay (promotion cases), DA based on information available in the system.
  - v. Calculation of Pension and generation of PPOs for further use.
  - vi. PF advance recovery and PF ledger generation /maintenance.

**3.3 AFRES (Advanced Finance and Railway Earning & Expenditure System) / IPAS:** It is the system managed by Accounts department in co- operation with Personnel branch. Through AFRES modules, automatic cheque making, PPOs, Internal Check, Pay sheet passing, PF updating etc., are being carried out.

**3.4** After taking into consideration of the above IT initiatives, the manual intervention of various personnel related activities has come down and the Railway Board has set the IR Benchmark for assessing the requirement of manpower in the personnel department.

**3.5** Wagon Work Shop /LGD have 3303 staff as sanctions and deals with actual 2879 staff of its different branches. The personal branch works with 58 on roll staff as against sanction of 66 staff. The MPR of Wagon Workshop/LGD comes to 19.98 staff/'000staff on sanctioned strength.

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**3.7** For the assessment of manpower in personnel branch of Carriage Workshop/LGD, the available yardstick, vide Railway Board's Lr No. E (MPP) 2006/1/89, dated: 04.10.06, Annexure (Page No.3) Sl. No.30 & 31 is as follows:

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31	DRM's Office staff including General Admin, Personnel, Accounts and Stores.	• Similarly the yardstick of 1 staff for every 100 staff in the division shall be used for calculation of staff in divisional headquarters.
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### **3.8 Calculation Of Manpower Requirement as per the above yardstick:**

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- The requirement of staff for 3303 staff =  $3303/120 = 27.6$  say **28** posts

### **3.9 Remarks of the Planning Cell:**

- 1) Requirement of Manpower Requirement as per the yardstick = **28** posts
- 2) **Additional posts on need basis:**
  - In addition to the regular duties like Zonal office personnel staff, workshop personnel staffs are performing incentive duties like Time booth clerks. Staff required in Time booth office = **11** posts
  - Since ECRCs are not posted for manning the reservation counter by Commercial Department, Personnel staff of Lallaguda workshop performing the duties at computerised reservation counter for privilege passes and PTOs of the Railway employees. For this purpose staff required = **1** post
  - For Pre-2016 pension revision work (approximately 3000 retired staff) = **2** posts.
  - Total Additional posts required = **14** posts.
  - Total requirement of staff =  $28 + 14 = 42$  posts.
  - Staff excess to the requirement =  $66 - 42 = 24$  posts
- 3) With the above variations of Para No. 2, the Personnel Branch activities of Carriage Work Shop are same, when compared with the Personnel Branch work of Divisions. Presently Guntur Division is having sanctioned strength of 4715 and managing with 45 sanctioned Personnel Branch Staff. Whereas the MPR of Personnel Branch of Carriage Workshop/LGD is around 19.98 staff/'000 staff, which is highest among the Divisions with less <18000 staff in South Central Railway.
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### **3.10 Recommendation: It is recommended to surrender 24 posts from Personnel Branch of Carriage Workshop/LGD which are excess to the requirement.**

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**4.0 òãðÃðóÚð ÑðòÛÂððÛð FINANCIAL REPERCUSSIONS:**

If the recommendations are accepted, the recurring savings on surrender of the under mentioned posts in Personnel Branch of Carriage workshop/LGD would be as follows:

Sl. No	Category	Scale		No. of posts	Mean Pay	DA @ 7%	Emoluments P.M (in Rs.)	Total Emoluments P.A (in Rs.)
		From	To					
1	Group-D	18000	56900	24	37450	2622	961728	11540736
				<b>24</b>			<b>961728</b>	<b>11540736</b>

On implementation of the recommendations brought out in the Work Study report an annual savings of **115.4 lakhs** can be the result.

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**CHAPTER – 5**

**RECOMMENDATION**

<b>Sl. No.</b>	<b>Recommendation</b>	<b>Para No.</b>
<b>1</b>	<b><u>Recommendation:</u> It is recommended to surrender 24 posts from Personnel Branch of Carriage Workshop/LGD which are excess to the requirement.</b>	<b>3.10</b>

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**SOUTH CENTRAL RAILWAY  
WORK STUDY REPORT  
ON  
REVIEW OF STAFF STRENGTH  
OF  
PERSONNEL BRANCH  
OF  
CARRIAGE WORKSHOP  
LALLAGUDDA**

**GUIDED BY**

**S JAYACHANDRA NAIK**  
Sr. WORK STUDY OFFICER

**STUDIED BY**

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**CENTRAL PLANNING ORGANISATION**  
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**SECUNDERABAD**  
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