

ACKNOWLEDGEMENT

The Central Planning Organization takes this opportunity to express hearty thanks to the officials and staff of Medical Department of Central Railway Hospital and Personnel department of Head Quarters for their valuable guidance and co-operation in completion of the report.

Work-study team is also thankful in general to all the Health Inspectors for extending their support by giving necessary information/statistical data.

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METHODOLOGY

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

1. Collection of the details of workload of Medical Safaiwalas.
2. Interaction with the Staff.
3. Observation of the pattern of working.
4. Critical examination of the existing system of working and
5. Assessment of manpower requirement as per yardstick and capacity of the Cleaning machines.

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SYNOPSIS

- **Subject:** Work study on Review of Staff Strength of Medical Safaiwalas of Central Railway Hospital/Lallaguda.
- **Authority:** Annual Programme of Work Studies for the year 2018-19.
- **Study No:** WSSCR-08/2018-19.
- **Reference File No:** G/276/2/WSSCR-08/2018-19.
- **Area of Activity:** Medical Safaiwalas of Central Railway Hospital/Lallaguda.
- As per the directives of SDGM, the central planning cell of south central railway has taken up the work-study on the "Review of Staff Strength of Medical Safaiwalas of Central Railway Hospital/Lallaguda" with a view to right size the organization.
- The assessment of requirement of Medical Safaiwalas was made on the following grounds:
 - Analysis of data related with area of workload.
 - The available yardsticks (Vide RB's letter No.2013/H/14/5/1/Policy dated 11.03.2013) is applied at places wherever mechanized cleaning is not possible to apply, such as cleaning of sanitary amenities, water taps and cleaning of drains, ICU and Wards attention, practical observation and the available yardsticks are taken.
 - Based on the capacity of the Cleaning Machines utilized in cleaning activities at places to keep the cleanliness level at high-quality and
 - Practical observation of the working.
- Medical Safaiwalas requirement at Central Railway Hospital/LGD as per the above Parameters (detailed calculation at Para No.3.)= 42 posts.
- Remarks of the Work Study Team:
 - a) After applying the yardstick, mechanized cleaning and practical observation of working system duly taking into account i.e the net sweeping area, total no. of beds, the requirement of Medical safaiwalas for CHI/CRH/LGD is works out to 42 posts against the sanctioned strength of 34 Safaiwala posts with 37 on roll staff.
 - b) Increased workload:
 - The hospital is upgraded from 300 to 350 bedded hospital.
 - New buildings /assets such as New OPD block, Gynecology ward, New Patient attendant dormitory, Dialysis unit and waiting room for retired employees were commissioned.
 - c) Hence the requirement of Medical Safaiwalas is increased from 34 to 42.
 - d) The existing staff strength of safaiwalas is not sufficient to maintain the desired level of cleanliness.
 - e) **Vide RB's Lr No. E(MPP)2016/1/59 of dt, 10.01.2017,** Effecting savings in manpower costs, increasing productivity and developing skilled human resources is essential for any organization. In this connection Railway Board has given its action plan and lays down some specific areas and timelines for the due attention of all concerned Officers.
 - **Para No. 6, of the above RB's Lr,** it has been stated that more non-core activities, which are not directly related with train operations and safety can be outsourced.
 - **Para No.3 of the above RB's Lr** it was stated that possibility of outsourcing, by limiting the total outsourcing cost not exceeding 40%-50% of the total departmental cost of shortfall in manpower.

- f) Since the activities of Safaiwala category is a non-core activity, this can be outsourced.
- g) By outsourcing of cleaning activity at CRH/LGD, the effective saving, that can be achieved are as follows:
- Annual Payment for departmental safaiwalas = Rs. 16349376.
 - Annual Payment for 42 Contractual staff of cleaning activity=Rs. 6513357.
 - **Total Amount of saving after outsourcing = 16349376 - 6513357 = Rs. 9836019 (98.36Lakhs).**
- h) After outsourcing of the cleaning activity the sanctioned strength of 34 posts will become redundant.
- i) Hence these 34 posts can be surrendered after outsourcing of cleaning activities.

Recommendation: It is recommended to surrender 34 posts of Medical Safaiwalas after outsourcing the cleaning activity at Central Railway Hospital/Lallaguda.

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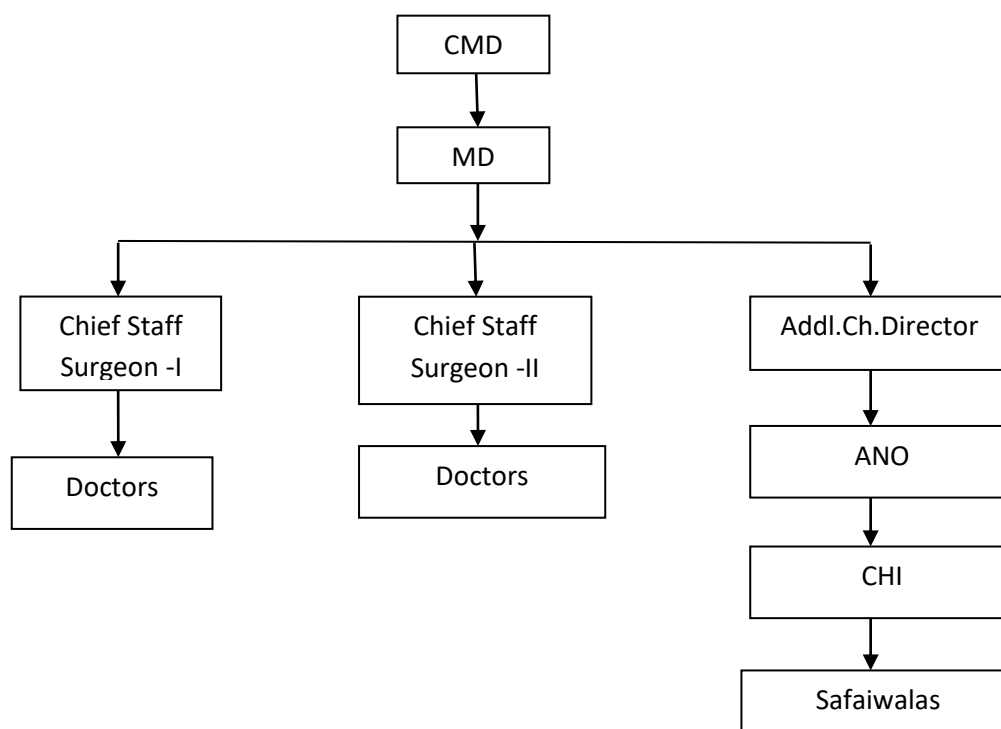
1.0 INTRODUCTION

- 1.1 **RAILWAY'S ROLE:** It becomes more important to maintain hygiene to avoid spread of any communicable disease. Therefore, it is desirable to have a set up which can ensure cleanliness and hygiene in the Railway premises.
- 1.2 **INCREASING OPERATING EXPENSES:-** The operating / working expenses are increasing year after year. It is therefore imperative that to keep the working expenses within financially viable limits, the Railways have no alternative but to reduce the expenses from all the corners. The major portion of expenses being staff expenses, all our efforts have to be made to contain it. In order to exercise control over expenditure, Railway Board have identified certain categories on which the Zonal Railways may conduct work-study. The work being done by Safaiwalas is one such non-core activity, that falls into this category, which do not require technical expertise and the services can be got at cheaper rate owing to abundance of manpower available in our country.
- 1.3 **WORK & IMPORTANCE OF SANITATION AND MEDICAL DEPT:** Sanitation means maintaining a clean environment so that the beneficiaries stay in neat and hygienic environment. Railway stations, colonies and all work places are to be maintained in a hygienic and clean manner and adequate care is to be taken at the planning stage. Keeping this objective in view, special emphasis is laid on the collection and disposal of refuse, sewage and sullage in a scientific manner.
- 1.4 With the object of rightsizing the manpower and according priority to the Railway main motto of safety, security, punctuality and cleanliness, as per the directives of SDGM, the Central Planning Organization conducted Work study on "Review of staff strength of Medical Safaiwalas of Central Railway Hospital/Lallaguda".

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2.0 EXISTING SCENARIO:

2.1 Organisation: Central Hospital/Lallaguda is the Zonal Head quarters Hospital. The Central Railway Hospital/Lallaguda staff are under the administrative control of Medical Director. The organisation chart of central railway hospital/Lallaguda is as follows.



2.2 CLEANLINESS AND IMPLEMENTATION:

Sanitation means maintaining a clean environment so that the beneficiaries stay in neat and hygienic environment. Railway stations, colonies and all work places are to be maintained in a hygienic and clean manner and adequate care is to be taken at the planning stage. Keeping this objective in view, special emphasis is laid on the collection and disposal of refuse, sewage and sullage in a scientific manner. Ch.Health Inspector & IOW are exclusively posted for the hospital maintenance under the administrative control of the Medical Director.

2.3 OBJECTIVES: Total patient satisfaction through humane approach and shared commitment of every single Doctor and paramedic to provide quality health care using modern and cost effective techniques & technologies. To meet the above objectives the Health Department on the Indian Railway is committed to:

- Providing quality health care service.
- Constant up gradation of curative services in tune with the latest technologies and within the resources available to Railways
- Providing regular C.M.E (continuing medical education) inputs to medical and paramedical staff.
- Combine efficiency with courtesy and empathy.

- Establish effective base for disease prevention and health promotion services including industrial health.
- Meet the administrative needs of the Indian Railways.
- Work for the acceptance of small family norm by the staff.
- Ensure adequate physical standard of the employees at the time of requirement and during the periodical check up.
- Provide and maintain accident relief medical equipment including first aid boxes to give prompt relief to passengers injured in Railway accidents.
- Attend the passengers injured or taken seriously ill in trains or at Railway stations on payment under certain circumstances.
- Provide medical facilities at par with serving employees to those retired Railway employees who have opted to become members of RELHS-97.
- Administer medical treatment to outsiders, on payment under certain circumstances

2.4 **SAVE position of Group-D staff of CRH Lallaguda:**

SL. NO	Designation	SAN.	ACT.	VAC.
1	Asst.Cook	1	2	-1
2	Safaiwala	34	37	-3
3	Registration asst	4	3	1
4	Lab asst	3	1	2
5	X-ray asst	2	0	2
6	Peon	6	5	1
7	Dhobi	4	1	3
8	Packer	1	2	-1
9	Stretcher bearer	6	4	2
10	Cook mate	5	3	2
11	Hospital attendant	101	99	2
12	B/Peon	4	2	2
	Total	171	159	12

2.5 **Duties of the staff:** In order to obtain the first hand information the work study team visited the central hospital /LGD and observed the pattern of working, cleaning area, no. of beds, ICU, wards and frequency of cleaning etc. staff are working. The duties of safaiwalas are furnished below.

- Sweeping the roads, ground, floor etc.
- Frequent cleaning of the floors of wards with wet clothes and also doors, windows, window panes etc.
- Clean and bed pan, sputum cups, urinals, commodes, latrines etc.
- Supply of bed pans, urine bottles to the patients and clean them after use.
- Carry the patients and stretcher in the hospitals and from station to hospital and back.
- Carry hospital stores.
- Wash soiled cloths.
- Carry out any other orders given by their supervisors.

2.6 Duties of Chief Health Inspector /Health Inspector:

Chief Health Inspector and Health Inspector perform the following duties:

- a) Health Education of the community.
- b) Actively participate in all health programmes.
- c) Report to the Medical Officer about the outbreak of epidemic diseases like Cholera, Plague or any suspicious increase in the mortality or sickness in his jurisdiction and take steps for control of communicable diseases in the community.
- d) Carry out preventive measures including immunization.
- e) Inspect food and drinks sold to the patients and public at the hospital and work as a food inspector under the prevention of Food Adulteration Act when authorized.
- f) Look after the sanitary arrangements for fair and festivals in his jurisdiction.
- g) Monitor the quality of the water supplied by testing for residual chlorine and collecting samples for bacteriological analysis.
- h) Carry out anti mosquito, anti fly and other pest control measures.
- i) Carry out all administrative duties of his office and staff under him.
- j) Be responsible for efficient maintenance of sanitation in hospital.
- k) See that the conservancy staff posted under him to do their work properly. He should particularly bear in mind that it is his duty not merely to order work to be done, but also see that it is actually carried out.
- l) Note down any defects in the drains and latrines, urinals etc., and arrange to get them repaired by Engineering Department.
- m) Visit each trenching ground at least three times a week and must see that all night soil is properly buried there.

2.7 Duties of Safaiwalas:

They perform the following duties and participate in cleaning activities as per the instructions of CHI for the work earmarked.

- a) Cleaning of hospital premises, approaches to service buildings.
- b) Rag picking like empty cups, paper covers, and polythene bags.
- c) Picking up of discard water bottles, paper plates and other articles scattered on the specified area.
- d) Picking up of night soil and all other waste /garbage and removal and disposal of the same to an outside dump yard.
- e) Everyday cleaning of the hospital area.

2.8 Workload of Health Inspectors and safaiwalas is based on the following factors:

- a) No. of service and administrative buildings.
- b) Average No. of patients (IN/OUT).
- c) Total No. of Taps.
- d) Total No. of Wash basins and toilets.
- e) No. of service buildings.
- f) Circulating and concourse area.
- g) Special attention on ICU and other wards.

3.0 CRITICAL EXAMINATION:

3.1 General: Health is a state of complete physical, mental and social well being and not merely an absence of disease or infirmity i.e., it is a positive concept. Public Health is the science and art of (i) Preventive disease (ii) Prolonged life and (iii) Promoting health efficiency through organized community effort. Public Health administration is the application of Public health principles and techniques for the benefit of the community by official or non-official organizations. On the Railways, the Chief Medical Officer is in charge of the Public health Administration and the responsibility for carrying out this work is shared among the Medical, Commercial, Operating, Mechanical and Engineering departments.

3.2 As per the directives of SDGM, the Work study Team approached Medical Director/LGD in order to conduct Work study on Medical Safaiwalas working at Central Hospital/LGD under Chief Health Inspector and collected the work load.

3.3 The assessment of requirement of Medical Safaiwalas was made after analyzing all the workload and observing the system of working based on the available yardsticks, mechanized cleaning and practical observation duly taking the following factors:

- a) Average no of 220-240 inward patients and 1400-1600 outward patients attending the hospital.
- b) Increase in Public awareness with regard to cleanliness.
- c) Special emphasis/drive by Railway Board with regard to cleanliness.

3.4 Mechanised cleaning is taken into consideration to calculate the requirement of man power and also to keep the cleanliness level at high-quality, wherever mechanized cleaning is not possible to apply, such as cleaning of sanitary amenities, water taps and cleaning of drains, ICU and wards attention, practical observation and the available yardsticks are taken.

- Railway Board letter no.2013/H/14/5/1/Policy dated 11.03.2013 on yardstick for manpower planning for medical department on Indian railways.

3.5 The assessment of requirement of Medical Safaiwalas was made on the following grounds:

- Analysis of data related with area of workload.
- The available yardsticks (Vide RB's letter No.2013/H/14/5/1/Policy dated 11.03.2013) is applied at places wherever mechanized cleaning is not possible to apply, such as cleaning of sanitary amenities, water taps and cleaning of drains, ICU and Wards attention, practical observation and the available yardsticks are taken.
- Based on the capacity of the Cleaning Machines utilized in cleaning activities at places to keep the cleanliness level at high-quality and
- Practical observation of the working.

3.6 Requirement Of Safaiwalas at Central Hospital/LGD:

S.N O	Asset	Cleaning Activity	Yardstick/ practical observatio n/mechani zed cleaning	Area/ No.of beds/	MAN POWER REQUIREMENT			Remarks
					I st Shift 07 to 15 hrs	IIInd Shift 15 to 23 hrs	IIIrd shift 23 to 07 hrs	
1	Casualty services	Thorough Sweeping with soft broom, mopping with disinfectant, cleaning of tiles mounted walls, cleaning of toilets as per the cleaning Schedule and as and when required.	One Safaiwala in each shift of 8 hrs duty Round the clock		1.00	1.00	1.00	Sl.No.C.3.2 (i) of Railway Board letter No: 2013/H/14/5/1/Poli cy dated 11.03.2013 on Yardstick for Manpower planning for Medical department on Indian Railways.
2	General Out Patient Department Services (Inclusive of Physiothera py, Central Medical Stores Unit, Non Intensive Cardiac Lab)	Mechanised Cleaning	21520 Sq.ft sweeping per hr & and 1,07,600 sft per 8 hrs by one Safaiwala by operating Automatic walk behind scrubber and dryer battery operated Roots scrub B-6050.	6025 6 sft= 6025 6x2= 12051 2/ 10760 0	1.12	1.12	0.00	OPD will function in two shifts Only.
3	Imaging Departmen t (X-Ray, USG, Colour Doppler etc.,) Pathology Departmen t	Thorough Sweeping with soft broom, mopping with disinfectant, cleaning of tiles mounted walls, cleaning of toilets as per the cleaning Schedule and as and when required.	One Safaiwala in each shift of 8 hrs duty Round the clock		1.00	1.00	0.00	Sl.No.C.6.5 of Railway Board letter No: 2013/H/14/5/1/Poli cy dated 11.03.2013 on Yardstick for Manpower planning for Medical department on Indian Railways. Sl.No.C.7.4 (IV) of Railway Board letter No: 2013/H/14/5/1/Poli cy dated 11.03.2013 on Yardstick for Manpower

								planning for Medical department on Indian Railways.
4	Surgical Operation Theatre	Thorough Sweeping with soft broom, mopping with surface cleaner, cleaning of tiles mounted walls, as per the cleaning Schedule and as and when required.	One Safaiwala in each shift of 8 hrs duty Round the clock		1.00	1.00	1.00	Sl.No.C.14.9 of Railway Board letter No: 2013/H/14/5/1/Policy dated 11.03.2013 on Yardstick for Manpower planning for Medical department on Indian Railways.
5	CSSD (Central sterilization and Supply Department)	Thorough Sweeping with soft broom, mopping with surface cleaner, cleaning of tiles mounted walls, as per the cleaning Schedule and as and when required.	One Safaiwala in each shift of 8 hrs duty Round the clock		1.00	1.00	0.00	1. Sl.No.C.15 of Railway Board letter No: 2013/H/14/5/1/Policy dated 11.03.2013 on Yardstick for Manpower planning for Medical department on Indian Railways. 2. Only two shifts taken for Calculation.
6	ICU (Intensive Care Unit)	Thorough Sweeping with soft broom, mopping with surface cleaner, cleaning of tiles mounted walls, as per the cleaning Schedule and as and when required.	One Safaiwala for every 4 beds in each shift of 8 hrs duty Round the clock	10 beds	2.50	2.50	2.50	Sl.No.C.16.2 (iv) of Railway Board letter No: 2013/H/14/5/1/Policy dated 11.03.2013 on Yardstick for Manpower planning for Medical department on Indian Railways.
7	Indoor Wards	Thorough Sweeping with soft broom, mopping with surface cleaner, cleaning of tiles mounted walls,	Practical observation	350 beds	4	4	2	Practical observation

		as per the cleaning Schedule and as and when required.							
8	Dialysis Unit	Thorough Sweeping with soft broom, mopping with surface cleaner, cleaning of tiles mounted walls, as per the cleaning Schedule and as and when required.	One Safaiwala in each shift of 8 hrs duty Round the clock		1.00	1.00	1.00	Sl.No.C.18.2 of Railway Board letter No: 2013/H/14/5/1/Policy dated 11.03.2013 on Yardstick for Manpower planning for Medical department on Indian Railways.	
9	Kitchen & Hospital Laundry	Thorough Sweeping with soft broom, mopping with surface cleaner, cleaning of tiles mounted walls, as per the cleaning Schedule and as and when required.	No Yard Stick		1.00	1.00	0.00	No Yard stick has been prescribed for safaiwala staff in the letter. However, in the Kitchen & hospital laundry also maintenance of clean & hygiene environment is compulsory. Hence one safaiwala is calculated for each Shift in the Morning & Afternoon only.	
10	Circulating area (OPD Block + New OPD Block)	Mechanised Cleaning	1st Shift	66467 Sq.ft per hr by one Safaiwala by operating Roots RB 950 battery operated Ride on scrubber dryer machine. (3,32,335 Sq.ft by one Safaiwala in 8 hrs)	395470 SFT	1.19	1.19	0.00	Mechanised Cleaning
			2nd Shift		395470 SFT				
			3rd Shift		0				
11	Corridors area (OPD Block + New OPD Block) +	Thorough sweeping & Mopping of total area of	1st Shift	66467 Sq.ft per hr – mopping by one Safaiwala by	96822 SFT	0.29	0.29	0.00	Mechanised Cleaning
			2nd Shift		96822 SFT				

	New Dormitory area of 10,360 SFT	38051 + 10,360 (New dormitory) = 48411SFT at least Two times in each I & II shifts.	3rd Shift	operating Roots RB 950 battery operated Ride on scrubber dryer machine. (3,32,335 Sq.ft by one Safaiwala in 8 hrs)	96822 SFT				
12	Cleaning of Sanitary Amenities	Thorough cleaning of 103 + 32 (New dormitory) = 135 Sanitary amenities along with the attached wall dado area in Nine blocks with detergents & disinfectan ts by the aid of high pressure jet cleaner once in a day and when required.	1st Shift	Maintenan ce of one sanitary amenity requires 5 mts for one time cleaning by one person.	135 No.s	1.41	0.00	0.00	1. Time required = 135 X 5 mts = 675 mts = 675/60mts = 11.25 hrs. 2. Manpower requirement = 11.25/8 = 1.41
			2nd Shift		135 No.s				
			3rd Shift		0				
13	REMOVAL OF COB WEBS & DUSTING FROM FLOOR TO ROOF OF ENTIRE HOSPITAL BUILDING.	Thorough dusting and removal of cobwebs on the roofs of in all the Rooms located in the entire Hospital building of 151326 SFT using vacuum	1st Shift	9375 sft can be covered by one safaiwala in one hour (Yard Stick is 75000sft area can be covered in 8 hrs by one safaiwala)	15132 6 SFT	0.29	0.00	0.00	1. Since the work is carried out once in a week , One day work = $151326 \div 7 =$ 21618 SFT per day. 2. Time Required = $21618 \div 9375 =$ 2.3hrs b). Required of Man power = $2.3 \div 8 = 0.29$ hrs per day (One person has to work for 8 hrs in a shift).
			2nd Shift		0 SFT				
			3rd Shift		0 SFT				

		cleaners, brushes, long handle brooms with the help of ladders Once in a week.							
14	SPRAYING OF INSECTICIDES & PESTICIDES	Spraying of insecticides once in alternate day in all the Rooms located in the entire Hospital building wherever necessary, circulating area, and Garbage disposal area of 345720 SFT. Special attention has to be taken for control of bedbugs.	1st Shift	31250sft can be covered in one hour by one safaiwala. (Yardstick is 250000sft area can be covered in a 8hrs by one safaiwala).	345720 SFT	0.59	0.00	0.00	1. Since the work is carried out once in alternate day means he will do three times in a week, Total work in a week = $345720 \times 3 = 1037160$ SFT. One day work = $1037160 \div 7 = 148165$ SFT 2. Time Required = $148165 \div 31250 = 4.74$ hrs per day b). Required of Man power = $4.74 \div 8 = 0.59$ hrs per day (One person has to work for 8 hrs in a shift).
			2nd Shift		0				
			3rd Shift		0				
15	ADMINISTRATIVE BLOCK	Thorough Sweeping with soft broom, mopping with surface cleaner, cleaning of tiles mounted walls, Spraying of deodorant in all 12 Rooms as per the	1st Shift	Total 12 Rooms	1.00	1.00	0.00		Thorough Sweeping & Mopping and spraying of deodorant in MD Room, CMD Room, Two CSS Rooms, Admin Room, MD Office, ANO Office, ANO Room, Accounts Dept Room, SPO room, Two Stenos Room, Bills Room, Reimbursement Room and CHI Room.
			2nd Shift	Total 12 Rooms					

		cleaning Schedule and as and when required.						
					18.39	16.1	7.5	41.99 say 42

3.7 Summary of Man power requirement at Central Railway Hospital/LGD:

Thus after applying the yardstick, mechanised cleaning and practical observation of working system duly taking into account the net sweeping area, total no. of beds, and the requirement of Medical safaiwalas under CHI/CRH/LGD is summarized and furnished below:

S. No	Designation	Sanction	Requirement	Shortfall over sanctioned staff
1	safaiwalas	34	42	08
	Total	34	42	08

3.8 Calculation of Annual Salary for 34 departmental safaiwalas (taken mean pay for calculation purpose):

SI N o	Category	Scale		No. of posts	Mean Pay as per VII PC	DA @ 7%	Emolu ments P.M (In Rs.)	Total Emoluments P.A (In Rs.)
		From	To					
1	Safaiwala	18000	56900	34	37450	2622	1362448	16349376
TOTAL				34				16349376

3.9 Calculation of Annual payment for 42 contract staff after out sourcing cleaning activities at CRH/LGD:

SI No	Category	Pay per day to Contract Safaiwala including VDA	No. of Contr act staff	Pay per year to Contract staff	PF and ESI@ 18.35% (13.61 EPF+ 4.74 ESI)	Total Emoluments per annum (Rs.)
1	Contract staff	359	42	359X365X42= 5503470/-	5503470X18.35/ 100= 1009886.75	5503470+ 1009886.75 = 6513356.75
Annual Payment for contract staff						6513357

- Total Amount Saving after out sourcing the cleaning activity at CRH/LGD = Annual payment for 34 departmental safaiwalas - Annual payment for 42 contract staff for one year. i.e. 16349376- 6513357 = Rs. 9836019/-. Thereby work study team calculated annual saving after out sourcing the cleaning activity at CRH/LGD is **9836019/-**.

3.10 **Remarks of the Work Study Team:**

- a) After applying the yardstick, mechanized cleaning and practical observation of working system duly taking into account i.e the net sweeping area, total no. of beds, the requirement of Medical safaiwalas for CHI/CRH/LGD is works out to 42 posts against the sanctioned strength of 34 Safaiwala posts with 37 on roll staff.
- b) Increased workload:
- The hospital is upgraded from 300 to 350 bedded hospital.
 - New buildings /assets such as New OPD block, Gynecology ward, New Patient attendant dormitory, Dialysis unit and waiting room for retired employees were commissioned.
- c) Hence the requirement of Medical Safaiwalas is increased from 34 to 42.
- d) The existing staff strength of safaiwalas is not sufficient to maintain the desired level of cleanliness.
- e) **Vide RB's Lr No. E(MPP)2016/1/59 of dt, 10.01.2017,** Effecting savings in manpower costs, increasing productivity and developing skilled human resources is essential for any organization. In this connection Railway Board has given its action plan and lays down some specific areas and timelines for the due attention of all concerned Officers.
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 - **Para No.3 of the above RB's Lr** it was stated that possibility of outsourcing, by limiting the total outsourcing cost not exceeding 40%-50% of the total departmental cost of shortfall in manpower.
- f) Since the activities of Safaiwala category is a non-core activity, this can be outsourced.
- g) By outsourcing of cleaning activity at CRH/LGD, the effective saving, that can be achieved are as follows:

Station	Sanc tion	No. of staff Required	Surrender Value of departmental staff per year	Wages of outsourcing staff per year	Savings in Rs/-
CRH/LGD	34	42	16349376	6513357	9836019
TOTAL	34	42	16349376	6513357	9836019

- h) After outsourcing of the cleaning activity the sanctioned strength of 34 posts will become redundant.
- i) Hence these 34 posts can be surrendered after outsourcing of cleaning activities.

Recommendation: It is recommended to surrender 34 posts of Medical Safaiwalas after outsourcing the cleaning activity at Central Railway Hospital/Lallguda.

4.0 FINANCIAL REPERCUSSIONS:

- 4.1** When the recommendations are accepted, the recurring savings on surrender of the under mentioned posts of safaiwalas CRH/LGD will be as follows:

Station	Sanct ioned staff	No. of staff Required	Surrender Value of departmental staff per year	Wages of outsourcing staff per year	Savings in Rs/-
CRH/LGD	34	42	16349376	6513357	9836019
TOTAL	34	42	16349376	6513357	9836019

On implementation of the recommendations annual savings of **Rs. 9836019/-** will be occurred.

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R E C O M M E N D A T I O N

Recommendation	Para No.
It is recommended to surrender 34 posts of Medical Safaiwalas after outsourcing the cleaning activity at Central Railway Hospital/ Lallagudda.	3.10

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SOUTH CENTRAL RAILWAY

**WORK STUDY REPORT
ON
REVIEW OF STAFF STRENGTH
OF
MEDICAL SAFAIWALAS
OF
"CENTRAL RAILWAY HOSPITAL"
LALLAGUDDA**

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