

SOUTH EASTERN RAILWAY

REVIEW OF REDUNDANT POSTS UNDER ELECTRICAL DEPTT (OP) IN RNC DIVN DUE TO OUTSOURCING OF RUNNING ROOMS ETC.



**EFFICIENCY CELL,
(PLANNING & WORK STUDY),
GARDEN REACH, KOLKATA – 700 043.**

STUDY NO. EFF/903

SYNOPSIS

1.	Name of the work study	Review of redundant posts under Sr.DEE(OP) in RNC division due to outsourcing of Running Rooms, etc.
2.	Terms of reference	The study has been taken up in the Annual Programme as per Bd's instructions to identify miscellaneous redundant posts.
3.	Aim	To assess the generation of surplus posts due to outsourcing of activities in the Running rooms at RNC division and other redundant posts.
4.	Projected manpower re-deployment/ surrender.	Surrender : 13 posts.
5.	Anticipated/projected savings	Rs. 77 lakhs (approx)
6.	No of recommendations made	02 (Two)
7.	Critical analysis & observations	Due to outsourcing of the two Running Rooms in RNC division, the allied posts are no longer required to be maintained. There is no activity commensurate to the post of Boiler maker.
8.	Brief note on recommendations	<u>Rec-I</u> : A total of 12 posts of Cooks, Masalchi, Bearer, Safaiwala & K/Helper to be surrendered that were associated with the activities of the Running Rooms. <u>Rec-II</u> : The single vacant post of Boiler maker to be surrendered.
9.	Department concerned	ELECTRICAL

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CHAPTER - I

1. INTRODUCTION :

The Indian Railways are critical to the process and pace of economic development in the country. Indian economy has enormously benefited from the catalyzing role of the Railways. Much of its progress can be traced to the development of the railway system. Indeed, after independence, this trend has become even more pronounced. Given their crucial role in the overall economy, it is vitally important that they are kept in good financial and technological health. While pursuing the general objective of moving people and goods between different destinations in the country, the Railways have to focus on capacity build-up, customer service, financial discipline and technological development. Attaining this attitude is the biggest challenge facing the Railways.

Today, the Railways' financial position is under considerable stress. The impact of several allowances and post-budgetary factors has been very stressful. The loss of market share to road transport in the freight business, lack of operational flexibility, especially in pricing, high and unrequited costs, a huge pension liability and inadequate internal generation of resources coupled with skewed investment decisions, driven by different factors have combined to bring the railways to a difficult situation. This has resulted in the increase of the Operating ratio. Planning Commission, in its Working Group Report for the XIIth Plan (2012-17) on Railway Sector, has recommended for hiving off of non-transportation tasks. The entire range of activities falling outside the core transportation operations such as manufacturing of rolling stock, parcels, management of major stations and staff colonies, cleanliness etc, should be critically reviewed from the perspective of either retention or outsourcing/hiving off. Enhancing profitability is essential to generate sufficient internal surplus for funding the capacity augmentation and modernization plans. Railway's finances need to be improved for supporting the capacity augmentation & modernization plans.

Presently the Electrical deptt of RNC division has outsourced some of the non-core activities. The present study has been taken up as one of the studies in the Annual Programme during 2018-19 in the light of contractualization of different activities as well as to identify those posts that are redundant and no longer in utilization.

METHODOLOGY

1. Collection of the details of workload particulars.
2. Interaction with concerning field officials.
3. Direct observation of the present pattern of working comparing the conventional pattern.
4. Central Panel works completed in last three year & works under progress
5. Critical examination of the existing system of working and the deployment of staff thereof.

CHAPTER - II

2.0 STAFF STRENGTH

The Sanctioned cadre and actual strength of those redundant identified posts including those utilized for operation of Running Rooms is as follows :-

Designation	Pay Band (Rs)	Level	Sanction	On Roll	Vacancy
Boiler Maker	44900-142400	L-7	1	0	1
Sr. Cook	25500-81100	L-4	3	0	3
Cook	19900-63200	L-2	3	1	2
Bearer/Cook	1800-56900	L-1	1	0	1
Masalchi	1800-56900	L-1	3	0	3
Safaiwala	1800-56900	L-1	1	0	1
Helper/ Khalasi	1800-56900	L-1	1	0	1
TOTAL			13	1	12

CHAPTER – III

3.0 EXISTING SYSTEM OF WORKING

- 3.1 There are two Running Rooms in the division located at Hatia and Muri under DEE(OP).
- 3.2 These Running Rooms are being utilized by the Running Staff on duty both from Mechanical as well as Electrical deptt.
- 3.3 The cleaning activities, linen washing, cooking and serving meals at both the Running rooms have been outsourced for a period of 2 years.
- 3.4 The post of Helper Khalasi is also presently not required to be utilized.
- 3.5 There is one vacant post of Boiler maker which is not at all required as no such activity exists in the present scenario.
- 3.6 Earlier, the sanctioned strength indicated at para 2.0 were utilized for this purpose.

CHAPTER – IV

4.0. CRITICAL ANALYSIS WITH RECOMMENDATIONS:-

- 4.1 Railway Board had advised all the Zonal Railways to switch over the existing system for preparation of meals for Running staff with their personal ration to “Contract Meals”. As such, 90% cost of the meal supplied by the caterer including tea, will be borne by the Railway administration and balance of the caterer price will be borne by the crew himself. As such, the preparation and serving of subsidized meals & tea to the Running staff in the Running Rooms at Muri and Hatia has been given under contract, part of the costing which shall be borne by the crew.
- 4.2 In addition, the maintenance of the Running Room alongwith linen washing has also been included in the contract.
- 4.3 The activities had been outsourced with the justification that the posts associated with the activity shall be outsourced to attain cost neutrality.
- 4.4 The single live post of 1 cook may be redeployed as per exigencies.

Recommendation I : A total of 12 posts of Cooks, Masalchi, Bearer, Safaiwala & K/Helper to be surrendered that were associated with the activities of the Running Rooms, with a view to maintain cost neutrality

- 4.5 Since there is presently no activity related to Boiler maker, the single vacant post is not required.

Recommendation II : The single vacant post of Boiler maker to be surrendered.

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CHAPTER - V

4.0 Financial Evaluation:

In reference to the recommendations made in the study report the financial evaluation on the basis of surrendering 13 posts from Elect (OP) is as under:-

Surrender of 13 posts							
Sl	Desgn	Scale of pay	No. of posts	Avg. Pay	DA @ 7 %	Monthly cost per staff	Total Cost per month (₹)
1	Boiler Maker	44900-142400 L-7	1	93650	6556	100206	100206
2	Sr. Cook	25500-81100 L-4	3	53300	3731	57031	171093
3	Cook	19900-63200 L-2	3	41550	2909	44459	133377
4	Bearer, Masalchi Safaiwala, K/Helper	18000-56900 L-1	6	37450	2622	40072	240432
Total			13				645108

The annual savings on account of surrender of 13 posts = **645108** x 12

= **77,41,296**

Say = **77 lacs per annum approx**

Note Sheet No: 1

Dt: 03.07.2018.

Sub: Review of redundant posts under Sr.DEE(OP) in RNC division due to outsourcing of Running Rooms, etc.

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The subjected study has been undertaken with a view to review the redundant posts arising due to various factors which include modernization, outsourcing etc, in the Electrical (OP) branch of RNC Division.

After thorough survey and analyzing the various data, the study team had come to a conclusion that 13 posts from different categories can be surrendered out of which 12 are vacant and 1 post of cook is with incumbent. These posts can be surrendered at present without any hampering of the present working system

The study report is put up alongside for kind perusal and forwarding to a draft report to Sr.DEE(OP)/RNC for his views on the matter, if agreed to.

Submitted please.

WSI.

Dy. Secy. to AGM:



**Office of the
Addl. General Manager
South Eastern Railway,**
11, Garden Reach Road, Kolkata-43

No. EFF/903/2018

Dated : 03.07.2018

To
The Sr. Divl. Electrical Enggr (OP),
South Eastern Railway,
RANCHI.

Sub : Review of redundant posts under Sr.DEE(OP) in RNC division due to
outsourcing of Running Rooms, etc.

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The subjected study relating to the redundant posts under Sr.DEE(OP) in RNC division due to outsourcing of Running Rooms and other activities in RNC division has been taken up as one of the studies for the current Financial Year.

A copy of the study report is enclosed herewith for kind perusal and offering your comments, if any, so that the report can be finalized.

Encl : As above

(Kausik Bhattacharya)
Dy. Secy to A.G.M./GRC