



SOUTH EASTERN RAILWAY

REVIEW OF THE VACANT NON - SAFETY POSTS OVER CKP DIVN IN THE CHANGED SCENARIO.



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STUDY NO. EFF/907

SYNOPSIS

1.	Name of the work study	Review of the vacant non-safety posts over CKP division in the changed scenario.
2.	Terms of reference	The study has been taken up in the Annual Programme to assess the generation of surplus posts due to technological advancement and improvements in techniques in the different fields of working.
3.	Aim	To make a study on the categories which have been identified as non-safety/ non-essential on account of change in technology and also those posts which are lying vacant since long.
4.	Projected manpower re-deployment/ surrender.	Surplus manpower for surrender = 161 'vacant' posts.
5.	Anticipated/projected savings	Rs. 876 lakhs per annum (approx)
6.	No of recommendations made	One
7.	Critical analysis & observations	Analysis done on the basis of field assessment and discussions with the concerning supervisors and officers.
8.	Brief note on recommendations	<u>Rec-I</u> : The 161 'vacant' posts from the non-safety categories lying vacant since long, as proposed, may be surrendered outright.
9.	Department/s concerned	All

C O N T E N T S

Chapter	Description	Page No.
I	Introduction	1
	Methodology	2
II	Staff strength	3
III	Existing system of working with Critical analysis	4-5
IV	Recommendations	6
V	Financial evaluation	7

CHAPTER – I

1.0. INTRODUCTION

Indian Railway is rapidly proceeding towards modernization in all fields. The pace of railway modernization needs to be vigorously accelerated and that a paradigm shift in provision and delivery of rail services is called for. The need of the day is to concentrate on the core activities of infrastructure and operation. The action plan for the future should be planned with a view to:-

- Achieve a quantum reduction in manpower requirement for sustaining financial viability of IR with rising manpower costs and impact of the 7th Pay Commission recommendations.
- Lateral thinking to identify unconventional areas for reduction of dependence on manpower.
- Switch over from the conventional labour-intensive working methods to technology-intensive methods to reduce human intervention to a bare minimum.
- Use of such systems that require much less maintenance, review, periodicity of maintenance schedules and improves reliability.
- To rationalize the working of departments

With the passage of time, the Indian Railways have been introducing modernization in all fields primarily with a view to ensure safe running of the system. Due to introduction of modern equipments / technology in almost all the fields, the involvement of field staff has got reduced to some extent. This has resulted in the related field activities getting redundant and a proportionate surplus in manpower.

At the same time, many activities have been outsourced to such entities possessing expertise in the field. This has also resulted in some of the staff attached to some activities getting redundant and consequently, decrease in man-power.

The present study has been taken up in the Annual Programme with a view to pin point those non-safety and non-essential posts which have fallen redundant due to change in technology, induction of maintenance free techniques and outsourcing of such non-core activities not involving safety.

METHODOLOGY

The methodology for completing the study is as follows:

1. Collection of the details of workload particulars.
2. Interaction with concerning field officials and Branch Officers.
3. Direct observation of the pattern of working.
4. Critical examination of the existing system of working and the deployment of staff thereof.
5. Identification of those non-safety posts lying vacant since long.

CHAPTER – II

2.0 STAFF STRENGTH

2.1 The division-wise Sanctioned, On-Roll and Vacancy position of all the identified non-essential/non-safety categories are as on 01.09.2018 is as under:-

2.1.1 CHAKRADHARPUR DIVISION

Deptt	Designation	GP Rs.	Level	S/S	O/R	VAC
Commercial	Safaiwala	1800	1	21	10	11
	Goods Shed/ Parcel Hamal	1800	1	57	48	9
Engineering	Helper/Works	1800	1	202	172	30
Electrical/OP	Masalchi	1800	1	19	15	4
	Store Khalasi	1800	1	6	4	2
ELS/TATA	Ch. Typists	4200	6	2	0	2
	Tech-III (Fitter)	1900	2	203*	74	129
	Helper Khalasi	1800	1	100	109	-9
Education/ Personnel	TGT	4600	7	54	34	20
	PRT	4600	7	45	28	17
	PRT	4200	6	0	16	-16
Mechanical	Safaiwala	1800	1	5	0	5
	Helper	1800	1	10	8	2
Medical	Safaiwala	1800	1	143	202	-59
	Safaiwala	1800	1	177*	68	109
	TOTAL			664 +*	781	263

CHAPTER – III

3.0 EXISTING SYSTEM OF WORKING WITH CRITICAL ANALYSIS

- 3.1 **Safaiwala, Goods Shed & Parcel Hamal /Commercial Deptt:** The Safaiwalas in Commercial deptt are used for maintaining station platform cleanliness. With the outsourcing contract for implementation of mechanized cleaning presently in vogue at most of the stations, there is no necessity to retain the vacant posts as available. The unloading of wagons is conducted by the merchant party as the Hamals are very less in number to complete unloading of full rake within the free time allowed. The Parcel vans of most of the coaching trains have been leased out resulting in underutilization of these Parcel Hamals. As such there is no necessity to retain these vacant posts.
- 3.2 **Helper/Works in the Engg deptt:** The Works branch of the Engineering deptt is primarily involved in some emergent works as the regular works are completed through Zonal contracts and works contracts. Hence, there is no logic in retaining these vacant posts of Helpers as the Works branch has gradually shrunk. However, considering the basic emergent works, $\frac{1}{3}$ rd of the vacancies are being proposed for surrender.
- 3.3 **Masalchi & Stores Khalasi of Electrical / OP :** With the gradual outsourcing of the Running Rooms, the requirement of Cooks and Masalchis has dwindled. Likewise, Stores Khalasis are not being utilized for the stores activities as most of the works have been outsourced. The inventory of the Stores is getting lesser. Hence, the vacancies are no longer required to be retained.
- 3.4 **Helper Khalasis in ELS/TATA:** With the introduction of the system of delivery of materials at the shop/ shed floor, mechanization of activities, and other factors, the 30% of vacancies are being retained and the rest proposed for surrenders.
- 3.5 **Typists in the Admn & Personnel deptts:** With the introduction of computers, the activities of the Typists have been minimized and hence, there shall be no requirement of typists in the future. As such all the vacancies are being proposed for surrender.
- 3.6 **TGTs & PRTs of Education branch/ Personnel deptt:** With the reduction in the number of Railway employee's wards in the Railway schools, the schools are gradually shrinking with admissions being restricted in the initial classes. Hence, the 50% of vacant posts are proposed for surrender as there is a surplus of teachers.

- 3.7 **Safaiwalas in the Medical and Mechanical department :** With the cleaning contracts being introduced both in the yards, maintenance sheds, Railway colonies, the requirement of Safaiwalas have reduced. Hence the vacancies of these posts are not required to be maintained.

CHAPTER-IV

4.0 RECOMMENDATIONS :

- 4.1 The following is proposed for surrenders as being non-safety posts lying vacant since a long period.

Deptt	Designation	GP Rs.	Level	VAC	Proposed Surrenders	
					%age	No of posts
Commercial	Safaiwala	1800	1	11	100%	11
	Goods Shed/ Parcel Hamal	1800	1	9		9
Engineering	Helper/Works	1800	1	30	$\frac{1}{3}$	10
Electrical/OP	Masalchi	1800	1	4	100%	4
	Store Khalasi	1800	1	2		2
ELS/TATA	Ch. Typists	4200	6	2	$\frac{2}{3}$	2
	Tech-III (Fitter)	1900	2	129		80
	Helper Khalasi	1800	1	-9		
Education/ Personnel	TGT	4600	7	20	$\frac{1}{2}$	10
	PRT	4600	7	17	100%	1
	PRT	4200	6	-16		5
Mechanical	Safaiwala	1800	1	5		
	Helper	1800	1	2		2
Medical	Safaiwala	1800	1	-59	$\frac{1}{2}$	25
	Safaiwala	1800	1	109		
	TOTAL			263		161

Recommendation – I :

The 161 ‘vacant’ posts from the non-safety categories lying vacant since long, as proposed, may be surrendered outright.

CHAPTER-V

5.0 FINANCIAL EVALUATION

In reference to the recommendations made in the study report the financial evaluation on the basis of surrender of **161** 'vacant' posts is as under:-

Sl	G.P	No. of posts	Level	Pay	Avg. Pay	DA @ 9%	Monthly cost per staff	Total cost per month
1	4600	10	7	44900-142400	93650	8430	102080	1020800
2	4200	3	6	35400-112400	73900	6650	80550	241650
3	1800	148	1	18000-56900	37450	3370	40820	6041360
TOTAL		161						7303810

The annual savings on account of surrender of 161 'vacant' posts = Rs. 73,03,810x12
= Rs. 876,45,720 /-
Say **876 lakhs per annum approx.**

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