

STUDY REPORT ON

REVIEW OF STAFF STRENGTH OF

Group "D" staff of ROH- Wagon Depot- RTM

MECHANICAL - DEPARTMENT

OVER

RATLAM- DIVISION

Study No.G.463/WR/WS-(32)/2018-19

<u>Led by :</u>		Study Conducted by		Acknowledgement- RTM
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EXECUTIVE SUMMARY

Sr. No.	32								
Study No.	No.G.463/WR/WS-32/2018-19								
Subject	REVIEW OF STAFF STRENGTH OF GROUP "D" STAFF OF ROH-WAGON DEPOT- RTM MECHANICAL DEPARTMENT OVER RATLAM- DIVISION								
Area	ROH Wagon Depot-RTM/WR								
Division	RTM-WR								
Department	Mechanical								
Terms of Reference	As per Instruction of AGM-WR								
Overall Cadre position	<div>Overall ROH- RTM Cadre</div> <table><tr><td>San. Cadre</td><td>Men on Roll</td><td>Vacancy /Excess</td></tr><tr><td>126</td><td>120</td><td>06</td></tr></table>			San. Cadre	Men on Roll	Vacancy /Excess	126	120	06
San. Cadre	Men on Roll	Vacancy /Excess							
126	120	06							
Utilized in ROH Depot	ROH-RTM – 70								
Projected overall Surplus Man Power & Vacancy position.	<table><tr><td>Surplus Group "D" staff</td><td>12</td></tr></table>			Surplus Group "D" staff	12				
Surplus Group "D" staff	12								
Total No. of Recommendations	04 (Four)								
Financial Implication	Rs. 77.51 Lakhs per annum.								

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Acknowledgement

The work-study team takes this opportunity to express hearty thanks & their valuable guidance rendered to the study team for early completion of the study.

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The work-study team is equally thankful to other Sr. SSE & SSE of ROH- RTM Depot for providing assistance and furnishing necessary information required for conducting the Comparative study and their Good Co- operation.

TERMS OF REFERENCE

As per Additional General Manager's directives, Secy./PG has instructed to conduct a work study to review the staff strength of Group "D" staff of ROH Wagon Depot- RTM of Mechanical department over RTM division. Accordingly, a study has been conducted with a view to assess the requirement of man power due to reduce of workload and ROH activities shifted to SMP Depot..

BASE FOR STUDY

On basis of Railway Board instructions to conduct Comparative Work Study of ROH -Wagon Depot –RTM/WR & ROH Wagon Depot- BNDM/SER having highest MPR of ROH Depot – RTM over Indian Railway.

Board has decided to study the reason for such wide variation in benchmark, Man Power Ratio and step required to be taken to improve the MPR ratio of poor performance units.

As per Additional General Manager's directives, Secy./PG has instructed to conduct the work-study of ROH Wagon Depot has been conducted along with Comparative study.

Introduction

ROH Wagon Depot-RTM-(RTM Div/ Western Railway.

RATLAM DIVISION MECHANICAL DEPARTMENT

- ◆ Mechanical activity centre on RTM Division.
- ◆ Organization.
- ◆ Sanctioned staff strength.
- ◆ Coaching Activity :
- ◆ Coaching Depot-IND(BG)
- ◆ Coaching Depot-RTM(BG)
- ◆ Coaching Depot-DADN(BG)
- ◆ Wagon Activity :
- ◆ Wagon Depot Down Yard-RTM
- ◆ Wagon Depot-SMP
- ◆ Other C&W Units :
- ◆ C&W Unit-COR
- ◆ C&W Unit-UJN
- ◆ C&W Unit-DHD
- ◆ C&W Training Centre-UJN
- ◆ Accident Relief Equipment & Medical Van:
- ◆ RTM UJN COR DADN
- ◆ Crew Lobby-COR & DADN
- ◆ Running Room-COR
- ◆ Weigh Bridges
- ◆ Railway Consumer Depot (RCD)
- ◆ RTM UJN COR DADN
- ◆ Photo Gallery

Wagon Activities :

Wagon repair depot Down Yard-RTM

Wagon Depot SMP

Wagon depot Down Yard-RTM and wagon depot SMP are engaged in repair and maintenance of BG goods stock on RTM Division.

RTM Division has following important private sidings BCW Chanderiya, Aditya Cement SMP, Vikram Cement JWO, JK Cement NBH, Wonder Cement GRF, Hindustan Zinc Ltd CAN. The goods stock maintained at SMP and Down Yard is utilized by operating department for transportation of commodity to and from these sidings as well as outside the division as per traffic requirement. Also mechanical department on RTM division is nodal agency for maintenance of fire extinguisher.

Wagon Depot Down Yard RTM :

Activity Infrastructure.

Activity : Wagon depot Down Yard is one of the oldest wagon depot. Now it is a ROH depot for BCNHL wagon with sanction cadre of 126 posts.

- ROH of BCNHL wagons – The earlier Target was 90 wagons / month then it reduced to 80 Wagons per month and current target is 40 Wagons per Months.
- ROH of departmental Air brake stock.
- CC examination of BTCS rake.
- Intensive examination of departmental stock.
- Repair of wagons in sick line.
- Maintenance and upkeep of ART/ARME based at RTM.
- Deployment of staff on RTM station as “Hanging part Gang” to detect unusual/unsafe wagons in up goods trains.

SUMMARY OF RECOMMENDATIONS

Recommendation	Refer Para										
<p><u>Recommendation No.-1.</u></p> <p>As on date ROH Activities of ROH Depot RTM shifted to SMP depot-RTM to reduce the MPR as compare to other depot due to reducing of workload. The cadre of 73 staff out of 126 shifted to SMP depot due to closer of ROH activities at ROH Wagon Depot- RTM, wherein, only 40 staffs were relieved to SMP Depot and till date and excess 33 staff working under ROH Depot RTM.</p> <p>Therefore, it is recommended that these, 33 excess manpower may be utilize for ROH activities till the complete closer of ROH activities at ROH-RTM Depot.</p>	3.3.1										
<p><u>Recommendation No.-2.</u></p> <p>After transfer of 73 manpower to SMP Depot out of 126, till 53 numbers of Manpower available at ROH Depot to complete the other than ROH activities. Further, other than 33 surplus staff (Under transfer) are also available at ROH Depot. In addition to this, it is seen from Sanction Cadre of July- 2018 that 12 numbers of Group "D" staff found surplus at ROH Depot.</p> <p>Therefore, it is recommended that these 12 numbers of Group "D" Manpower of ROH Depot may be surrender, immediately as the work-load of ROH Wagon depot is reduced and they may be redeployed at SMP Depot.</p> <table> <tr> <th>Category</th> <th>Sanction Cadre</th> <th>Men on Roll</th> <th>Vacancy</th> <th>Surplus</th> </tr> <tr> <td>Group "D"</td> <td>15</td> <td>27</td> <td>00</td> <td>12</td> </tr> </table>	Category	Sanction Cadre	Men on Roll	Vacancy	Surplus	Group "D"	15	27	00	12	3.3.2
Category	Sanction Cadre	Men on Roll	Vacancy	Surplus							
Group "D"	15	27	00	12							
<p><u>Recommendation No.-3.</u></p> <p>It is recommended that Staff deployed on ARME & ART may be utilized for ROH activities when there is no call for ARME & ART, this shall be continue till the shifting of Equipments & Machinery, Crane and fork lift and other Machinery to the SMP Depot-RTM.</p>	3.3.3										
<p><u>Recommendation No.-4.</u></p> <p>During the study it has been observed that Data being send by Depot to Railway Board through Division & HQ for purpose of calculating MPR are not being monitor appropriately, resulted, wrong MPR shown by Railway Board statistic due to wrong figure forwarded by depots, which lead to false projection of the figures of Railways.</p> <p>Therefore, it is recommended thatneedful action at Division level & HQ level may be proposed to ensure out-turn , Sanction Cadre & Men on Roll and sent updated data to Railway Board by the Depot through Div. & HQ to have actual MPR of Depot for accuracy of MPR for comparative study over Indian Railways.</p>	3.3.4										

METHODOLOGY ADOPTED

- ◆ Collection of data with reference to the calculation of manpower ratio of ROH-Wagon
ROH Depot- RTM/WR
- ◆ Collection of factors affecting the MPR of ROH (Down Yard) Wagon Depot RTM.
- ◆ Calculation of MPR of ROH Down Yard of RTM Depot.
- ◆ Critical Analysis of variation in MPR of RTM Depot.
- ◆ Observation and recommendations of MPR.

CHAPTER-I

1.0 ANALYSIS OF VARIATION IN MPR OF Wagon Depot RTM- WR

1.1 Wagon Repair Depot Down Yard Ratlam.

- Sanctioned cadre – 126 (135 before April 2017)
- On roll staff 120.25 avg.
- Re-engagement of retired employee – Nil
- Contractual staff deployed – Nil
- Activities being done completely in house.

1.1.1 General repair of sick wagons and departmental wagons received by depot for doors, wheel change, CBC etc.

- Unusual works at road side stations.
- ART/ARME maintenance works of rolling stocks and equipments.
- Train duty / Hanging part duty.
- Wheel changing activities of wagons detached for hot axle etc at road side stations.
- Yard examinations of BTCS rake, departmental rakes, Tower wagons BRN of UTVs.

1.1.2 Staff deployment –

- i. **Train duty and Hanging part duty – (16 staff)** : 08 staff have been deployed at passenger yard for rolling in examination of up goods trains so that if any hanging part brake block Jam, Hot Axle or any such defects can be detected and rectified. In case of these defects remain undetected it may lead blockage of section and en-route detention of goods trains. As RTM-GDA section is a trunk route between Delhi-Mumbai section any such detention will cause detention of passenger trains also.
- ii. 08 Nos. of staff have been deployed at Down Yard RTM for releasing load after traction change or power reversal. There is a steep gradient from Down Yard to passenger yard, if in load some wagons remain jam it may lead blockage of section on account of load jam.

1.1.3 Store-

- i. The 06 Nos. of staff have been deployed in store for maintaining daily transaction of material, preparing loading unloading voucher of wheel carrier, budgeting of various indents, adjustment memo and MTOs preparing and budgeting of DS8 voucher, preparing RMC for booking of wheels with wagons.
- ii. **Office (messenger, Safaiwala, misc)-03** : 03 staff have been deployed for maintaining the garden, maintaining technical record and to clean toilet block of staff , toilet of offices , sick line and depot premises, safaiwala have been deployed.
- iii. **DBIO-01** : 01 DBIO has been posted at Down yard RTM who is not contributed in ROH outturn though he is responsible for maintaining pressure vessels of RTM Division.
- iv. **DEMU-13** : For maintenance of DEMU rakes, which was being maintained at RTM, work has now been shifted to DADN, cadre and staff is being transferred to IND/DADN.

- v. **CCR Office 05** : 05 Staff have been deployed at CCR in shift duty as recorder and other technical work.
- vi. **SMP DEPOT-TOTAL 568 MAN DAY ENGAGED FROM APRIL 17 TO MARCH 18** : SMP is another wagons depot of the division in the event of abrupt sick marking, due to high concentration of loads for examination, staff of down yard was utilized to bring down the ineffective % of wagons.
- vii. Unusual Attention : Jurisdiction of Down yard RTM is from NAD to MGN and RTM to NMH and RTM-FTD-IND. Any wagon unusual such as Hot axle, Train parting, pressure trouble, load Jam, Poor brake power, Adopter & EM Pad disturb and other responsibility of down yard RTM. Staff has to be sent to attend these unusual. In last year 2017-18 approx. 120 unusual has been attended by down yard staff for which approx.600 man days have been devoted.
- viii. REST ALL STAFF WERE TAKEN INTO WORK FOR ROH, UNUSUAL WORK, yard examination AND ART SPART WORKS.

1.1.4 Activities Outsourced as Nil

1.1.5 Best practices of the center : Gauging, spring pairing, scrap management, body patching, corrosion work, machinery overhauling, cleanliness. Additional arrangement has been made in each bearing piece of operating handle to avoid unwanted movement of operating handle by tress passer to avoid train parting between sections.

1.1.6 Practices need to be improved : Exhibition boards for further safety measures.

1.1.7 Practices/Activities which may be further outsource: Cleaning of depot premises may be outsourced.

2.1.8 Detailed remarks and Observation : During the year 2017-18 on an avg there is 120.6 staff available. This strength of staff is being utilized for various activities as follows :-

- i. **Yard examination** – There were 62 rakes have been examined in year 2017-18 for which 434 MAN DAY have been devoted. (06 staff + 01 Supervisor).
- ii. Maintenance and operation of ART-ARME – Wagon repair deport DNYD/RTM is also responsible for maintenance of rolling stock of A class ART and HS SPART along with upkeep and maintenance of its equipments required for rescue and restoration work for which 17 staff is dedicatedly utilized.
- iii. Staff from this deport is also utilized for also wheel changing of wagons detached at road side station for hot axle or other defects.
- iv. **Unusual Attention** – Wagon depot DNYD is also responsible for attending various unusual such as pressure trouble, EM pad perished or shifted or other defects detected enroute. On an avg there are 10 unusual per month attended in year 2017-18 for which 4 staff + 01 Supervisor are regularly engaged.

1.1.9 CCR office-05: The 5 staff have been deployed at CCR in shift duty as recorder and other technical work.

1.1.10 SMP DEPOT –

- i. Total 568 man day engaged from April, 17 to March 18 : is another wagons depot of the division in the event of abrupt sick marking, due to high concentration of loads for examination, staff of down yard was utilized to bring down the ineffective of wagons. As on date 73 staff of ROH-RTM Depot transferred to SMP Depot out of which 40 staff have been relieved till date.
- ii. **Train duty and Hanging Part duty** – (16 staff): 08 staff has been deployed at passenger yard for rolling in examination of up goods trains so that if any hanging part brake block Jam, Hot Axle or any such defects can be detected and rectified. In case of these defects remain undetected it may lead blockage of section and enroute detention of goods trains. As RTM-GDA section is a trunk route between Delhi-Mumbai section any such detention will cause detention of passenger trains also.
- iii. 08 Nos. of staff have been deployed at Down Yard RTM for releasing load after traction change or power reversal. There is a steep gradient from Down yard to passenger yard, if in load some wagons remain Jam it may lead blockage of section on account of load Jam.

1.2.0 **Output & Man Power planning based on Bench Marks of ROH Wagon ROH Depot RTM.**

Before conducting the comparative study physical data has been called from Wagon Depot RTM along with overall activities and manpower deployment & output to find out the current MPR.

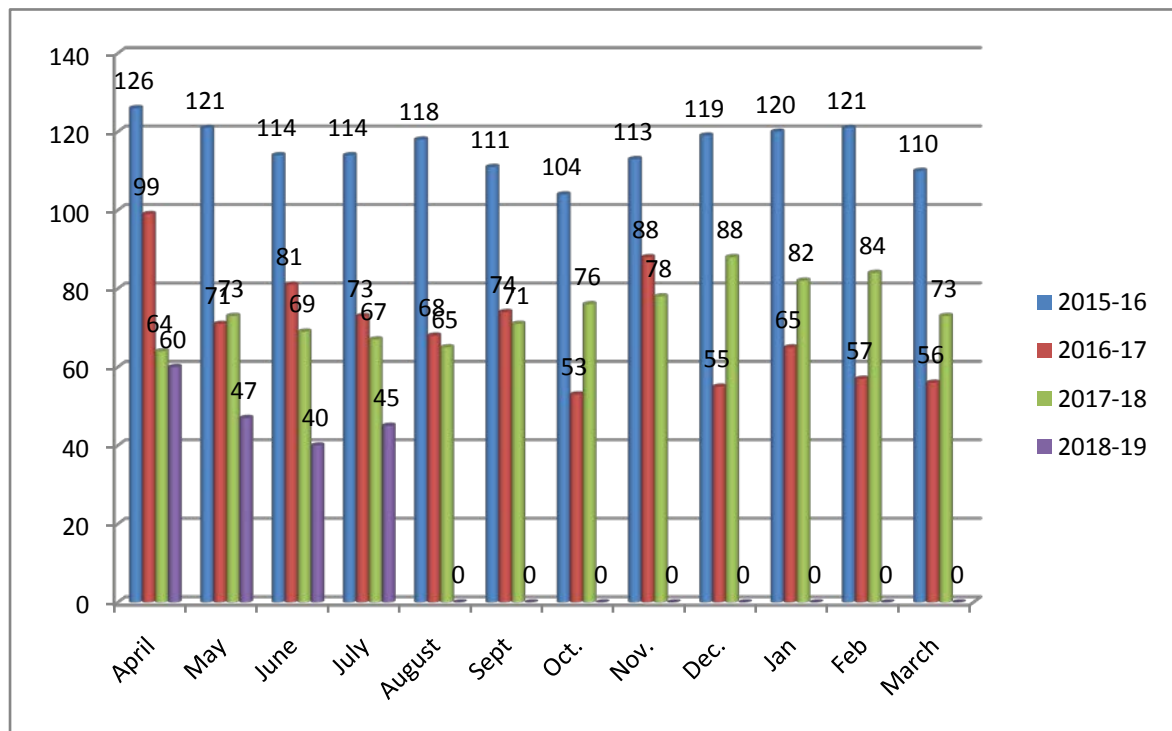
Sr. No.	Activity Centre	Month	Out-Turn	Staff Strength		Manpower Ratio	
				Sanctioned	On Roll	Sanctioned	On Roll
1	ROH Wagon Depot- RTM- WR	July-17	67	70	66	1.04	0.98
2		Aug.-17	65	70	60	1.07	0.92
3		Sept. -17	71	70	60	0.98	0.84
4		Oct- 17	76	70	70	0.92	0.92
5		Nov- 17	78	70	70	0.89	0.89
6		Dec- 17	88	70	69	0.79	0.78
7		Jan- 18	82	70	69	0.85	0.84
8		Feb- 18	84	70	69	0.83	0.82
9		Mar-18	73	70	70	0.95	0.95
10		Aptil-18	60	00	35	-	0.58
11		May-18	47	00	35	-	0.74
12		June-18	40	00	35	-	0.87
13		July-18	45	00	35	-	0.77

- 1.2.1 Based on documents provided by ROH -Wagon- Depot- RTM Average MPR has been calculated and the current MPR of the said depot is 0.88 for the period July- 2017 to March-2018 & April- 2018 onwards Avg. MPR of ROH Wagon Depot- RTM is 0.74
- 1.2.2 In view of the Para 1.2.0 the current Avg. MPR of ROH- Wagon Depot- RTM/WR is. 0.74, which is not highest over the Indian Railway as per Railway Board letter no. 2017/E & R/2 (1)/1 dated 03.04.2018.
- 1.2.3 While calculating of the MPR of ROH -Wagon Depot all activities has been considered including working of ARME and deployments of staff in various sections according to work load.

1.2.4 During the Work Study it has been noticed that the (Out-turn) of the ROH Wagon depot has been reduced from last four years.

Month	Comparative out turn of ROH (Down Yard) Depot RTM- 2015-16	Comparative out turn of ROH (Down Yard) Depot RTM 2016-17	Comparative out turn of ROH (Down Yard) Depot RTM 2017-18	Comparative out turn of ROH (Down Yard) Depot RTM 2018-19
April	126	99	64	60
May	121	71	73	47
June	114	81	69	40
July	114	73	67	45
August	118	68	65	0
Sept	111	74	71	0
Oct.	104	53	76	0
Nov.	113	88	78	0
Dec.	119	55	88	0
Jan	120	65	82	0
Feb	121	57	84	0
March	110	56	73	0

1.2.5 The Avg. Out-Turn of the ROH-Wagon Depot- RTM for the last three years.

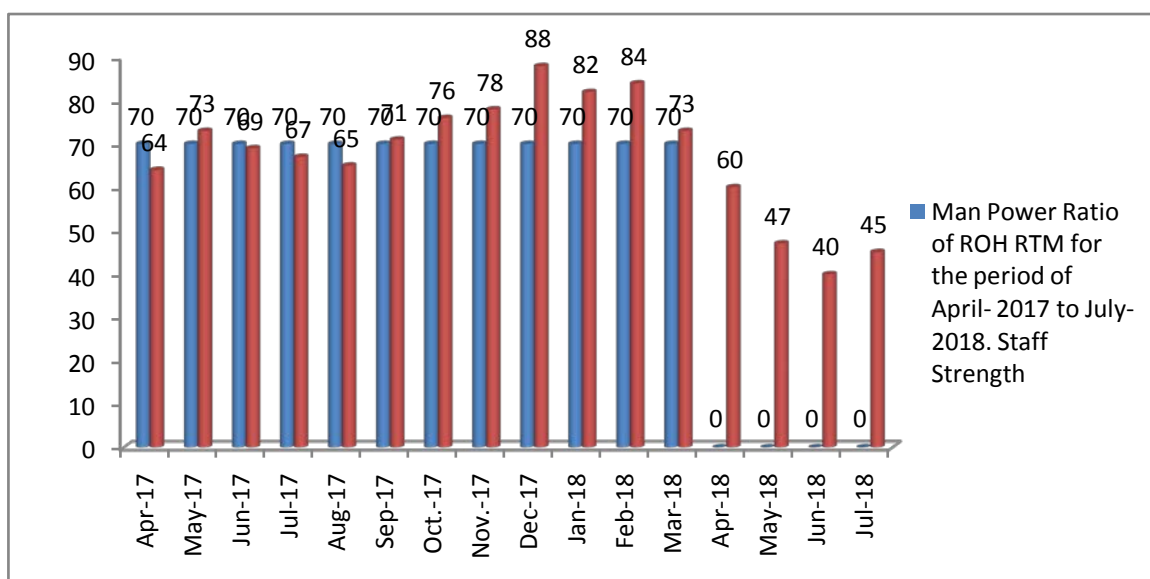


1.2.6 Man Power Ratio of ROH RTM for the period of April- 2017 to July-2018.

Man Power Ratio of ROH Wagon Depot RTM for the period of April- 2017 to July-2018.			
Month	Staff Strength	Out-turn (sanction Cadre)	MPR
Apr-17	70	64	1.09
May-17	70	73	0.96
Jun-17	70	69	1.01
Jul-17	70	67	1.04
Aug-17	70	65	1.08
Sep-17	70	71	0.99
Oct.-17	70	76	0.92
Nov.-17	70	78	0.90
Dec.-17	70	88	0.80
Jan-18	70	82	0.85
Feb-18	70	84	0.83
Mar. -18	70	73	0.96
Apr-18	00	60	0.00
May-18	00	47	0.00
Jun-18	00	40	0.00
Jul-18	00	45	0.00

1.2.7

Man Power Ratio of ROH Wagon Depot- RTM for the period of April- 2017 to July-2018.



Chapter II

2.0 Critical Analysis of activities of ROH Wagon Depot- RTM

1. The workload of ROH Wagon Depot- RTM is limited which has been achieved by ROH Depot regularly for the last three years and it is seen that no work load was kept pending to the next corresponding month/year as per Para 2.4.1 & 2.4.2
2. The MPR of the ROH Wagon Depot -RTM shows highest MPR over Indian Railway as per Railway Board statistics because of reducing the workload for past three years shown in 2.4.1 & 2.4.2, resulting the MPR of the ROH Wagon Depot increase with decrease of out- turn as per Para 2.3 , 2.4.1 & 2.4.2
3. The total cadre of 126 staff has been adjusted by transferring the 73 staff of ROH Wagon Depot RTM to SMP Depot at same Division.
4. The above 73 staff shifted to SMP depot as per approval of DRM- RTM.
5. As advised by Sr. DME- RTM the ROH Wagon activities of RTM depot have been completely closed and the same have been done at SMP-ROH depot.
6. Only "Other than ROH" Activities have been done at Wagon Depot RTM.
7. The 23 numbers of manpower 17 + 6 of ROH wagon depot retained at ROH Depot to look after the activities of ARME & ART at RTM Depot & maintenance of ARME & ART, regular basis.
8. From the shifting of ROH staff to SMP Depot and closer of ROH activities of RTM Depot –by RTM Division, all activities have been done at SMP Depot. However, equipments and Machinery of ROH depot remain available at RTM Depot which are not shifted to SMP Depot.
9. Due to availability of Equipment & other machinery including Crane & forklifts the 23 (17 + 6) staff working under ARME & ART are being utilized for repairs of wagon at DN Yard in absence of no call for ARME & ART including regular maintenance. This is the optimum utilisation of manpower other than regular works at ROH Depot.
10. The out-turn of ROH wagon depot RTM shall not be considered as regular out-turn or shall not be considered for calculating of MPR of ROH Wagon Depot at RTM because of it is additional works done by ART & ARME staff from April- 2018.
11. Thus, MPR of the Wagon Depot RTM cannot be compare with other depots over Indian Railways due to shifting of workload from ROH Depot RTM depot to SMP Depot from April 2018 onwards.
12. As on date the average outturn of ROH is 0.74 which is additional ROH work done by ARME & ART staff other than their regular works.

2.1 MPR of ROH Depot for the period July-2017 to June-2018.

Out-turn & Manpower planning based on of Wagon ROH- Depot RTM.

ROH- Wagon Depot RTM-WR						
Sr. No.	Month	Out-Turn	Staff Strength		Manpower Ratio	
			Sanctioned	On roll available excluding long absent & Tr. Tech. III	Sanctioned	On roll available excluding long absent & Tr. Tech. III
1	July-17	67	70	66	1.04	0.98
2	Aug-17	65	70	60	1.07	0.92
3	Sept-17	71	70	60	0.98	0.84
4	Oct- 17	76	70	70	0.92	0.92
5	Nov- 17	78	70	70	0.89	0.89
6	Dec- 17	88	70	69	0.79	0.78
7	Jan- 18	82	70	69	0.85	0.84
8	Feb- 18	84	70	69	0.83	0.82
9	Mar-18	73	70	70	0.95	0.95
10	April-18	60	00	35	-	0.58
11	May-18	47	00	35	-	0.74
12	June-18	40	00	35	-	0.87
Average Manpower Ratio						0.84

2.2 The Average MPR of the ROH Wagon depot – RTM is 0.84

- As on date activities of ROH Wagon Depot is closed as advised by SR. DME- RTM and all ROH activities have been done at SMP Depot. Accordingly, 73 staff of ROH Depot shifted to SMP Depot from total Cadre of 126 staff. Wherein, it has been seen that only 40 staff relieved from ROH Depot RTM till date and remaining 33 staff till working at ROH Depot- RTM, vide order dated 27.03.2018.
- The Maintenance and operation of ART-ARME – Wagon repair depot DNYD RTM is also responsible for maintenance of rolling stock of A class ART and HS SPART along with upkeep and maintenance of its equipments required for rescue and restoration work for which 23 staff is dedicatedly utilized.
- The ROH activities of RTM depot are closed as per administrative decision from April- 2018, however, staff deployed /nominated on ARME & ART have been utilised for ROH during the period of "No Call" for ARME & ART, the same is utilised for optimal utilisation of staff.

The remaining, 53 staffs are available after transfer of 73 staff out of total sanction Cadre of 126. at RTM to look after the "Other than ROH Activities".

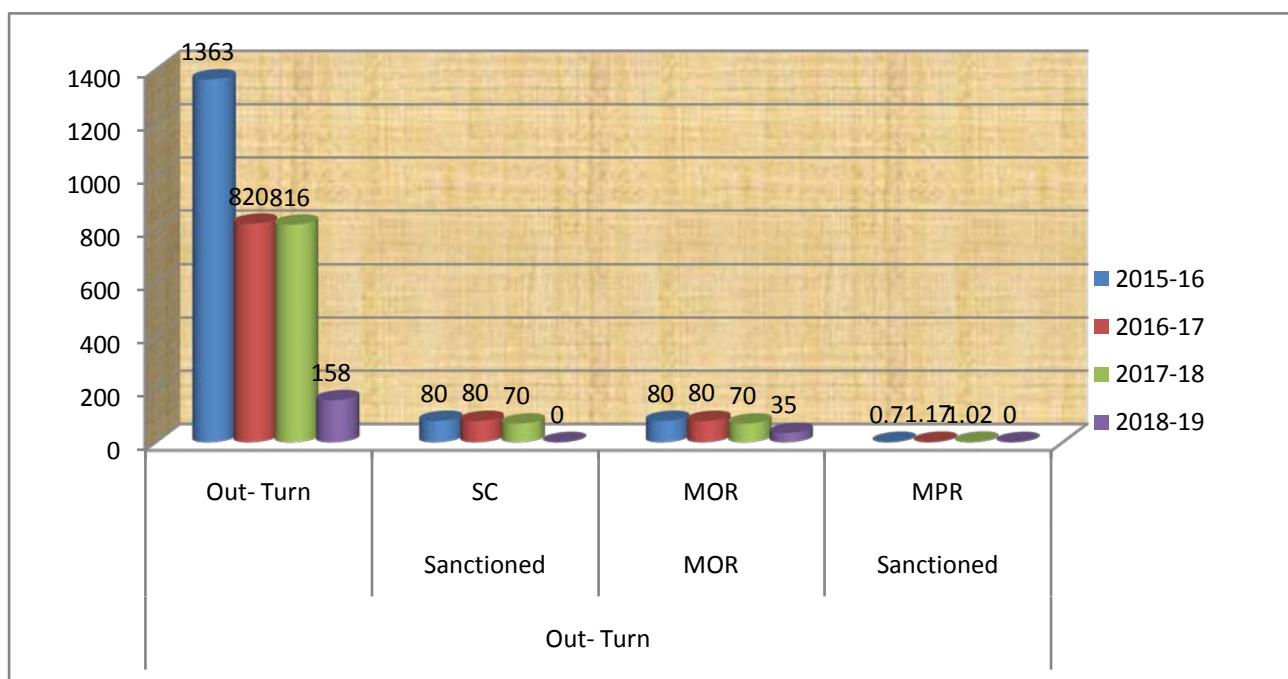
2.3

The Out-Turn & Man Power planning based on ROH Wagon Depot RTM

Sr. No .	Year	ROH- Wagon Depot RTM- WR				
		Out-Turn	Staff Strength		Manpower Ratio	
			Sanctioned	On roll excluding long absent & Tr. Tech. III	Sanctioned	On roll excluding long absent & Tr. Tech. III
1	2015-16	1363	80	80	0.70	0.70
2	2016-17	820	80	80	1.17	1.17
3	2017-18	816	70	70	1.02	1.02
4	2018-19	158	00	35	-	0.84

2.3.1

Based on figure, the MPR of the ROH Depot - RTM is as under.



It is also seen from the above chart the actual MPR of the last four years of ROH –Wagon Depot - RTM were 0.70, 1.17, 1.02 & 0.84.

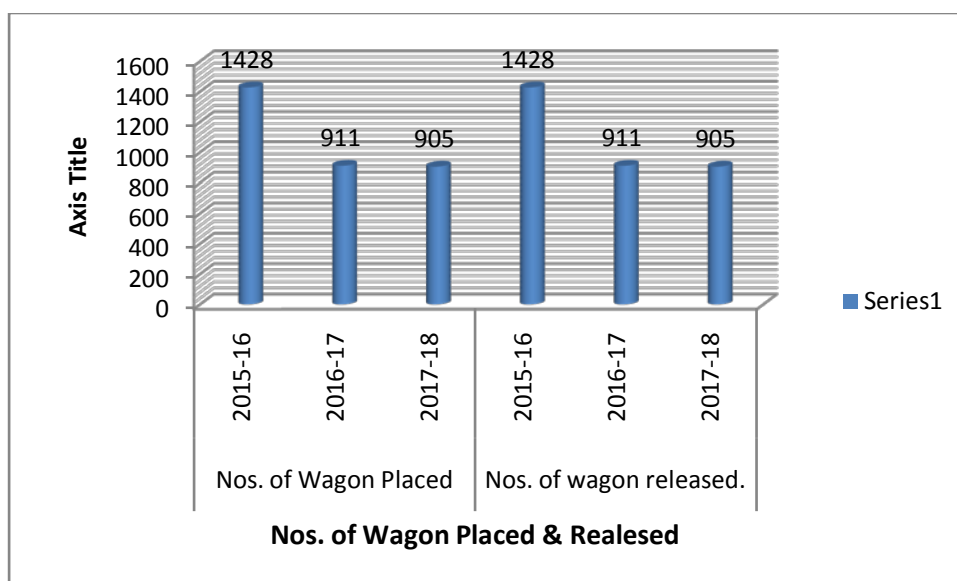
From April- 2018 after transfer of staff to SMP depot, the MPR of ROH- Wagon Depot is average 0.74 which cannot be considered as MPR because these activities has been done in addition to their regular job by the ARME & ART staff from April 2018 onwards.

2.4 The details of Nos. of Wagon Placed & nos. of wagon released.

2.4.1 ROH Wagon Depot- RTM

	ROH- Wagon Depot RTM- WR							
	Nos. of Wagon Placed				Nos. of wagon released.			
	2015-16	2016-17	2017-18	2018-19	2015-16	2016-17	2017-18	2018-19
April	135	99	68	60	135	99	68	60
May	123	71	82	47	123	71	82	47
June	119	81	71	40	119	81	71	40
July	116	73	67	45	116	73	67	45
Aug.	121	68	65		121	68	65	
Sept.	113	91	71		113	91	71	
Oct.	108	61	76		108	61	76	
Nov.	114	98	78		114	98	78	
Dec	119	66	88		119	66	88	
Jan.	129	72	82		129	72	82	
Feb.	121	69	84		121	69	84	
Mar.	110	62	73		110	62	73	
Total	1428	911	905		1428	911	905	

2.4.2 Nos. of Wagon placed & nos. of Wagon released.



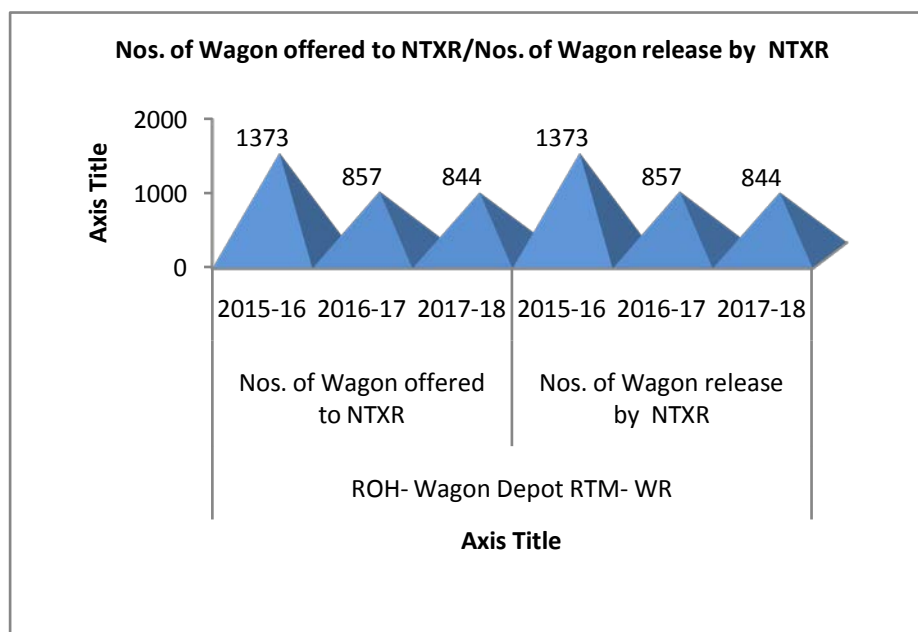
It is also seen that ROH RTM-depot has achieved full out-turn and no work is pending to the next year including four months data of 2018-19.

2.5 The details of Nos. of Wagon offered to NTXR & Released by NTXR.

2.5.1 ROH- Wagon Depot-RTM- WR

	ROH- Wagon Depot RTM- WR							
	Nos. of Wagon offered to NTXR				Nos. of Wagon release by NTXR			
	2015-16	2016-17	2017-18	2018-19	2015-16	2016-17	2017-18	2018-19
April	123	89	66	47	123	89	66	47
May	122	59	90	44	122	59	90	44
June	113	79	57	40	113	79	57	40
July	117	75	70	44	117	75	70	41
Aug.	117	69	71		117	69	71	
Sept.	112	88	59		112	88	59	
Oct.	111	50	77		111	50	77	
Nov.	112	90	69		112	90	69	
Dec	118	70	87		118	70	87	
Jan.	115	67	81		115	67	81	
Feb.	105	54	70		105	54	70	
Mar.	108	67	47		108	67	47	
Total	1373	857	844		1373	857	844	

2.5.2 Graph shows the position of Wagon offered & wagon Released by NTXR.



ROH RTM depot achieved full target and no work was pending during last three years including four months data of 2018-19. . Therefore MPR of the ROH –RTM is higher not because of sanction strength but because of less workload.

2.6 The details of Nos. of Wagon Wheel changed & Nos. of wagons panel patched.

	ROH- Wagon Depot RTM- WR							
	Nos. of Wagon Wheel changed				Nos. of wagons panel patched.			
	2015-16	2016-17	2017-18	2018-19	2015-16	2016-17	2017-18	2018-19
April	47	46	36	29	125/1250	88/880	65/650	44,44 0
May	39	27	49	16	60/600	73/730	73/730	37/37 0
June	28	36	34	23	67/670	69/690	69/690	28/28 0
July	27	28	45	19	46/460	64/640	64/640	24/24 0
Aug.	32	39	45		35/350	55/550	55/550	
Sept.	33	40	39		56/560	46/460	46/460	
Oct.	61	31	28		41/410	56/560	56/560	
Nov.	63	36	37		32/320	40/400	40/400	
Dec	49	51	34		32/320	42/420	42/420	
Jan.	51	46	39		49/490	60/600	60/600	
Feb.	49	32	27		46/460	49/490	49/490	
Mar.	56	45	29		46/460	55/550	55/550	
Total	535	457	442		1314/13140	598/5980	674/6740	

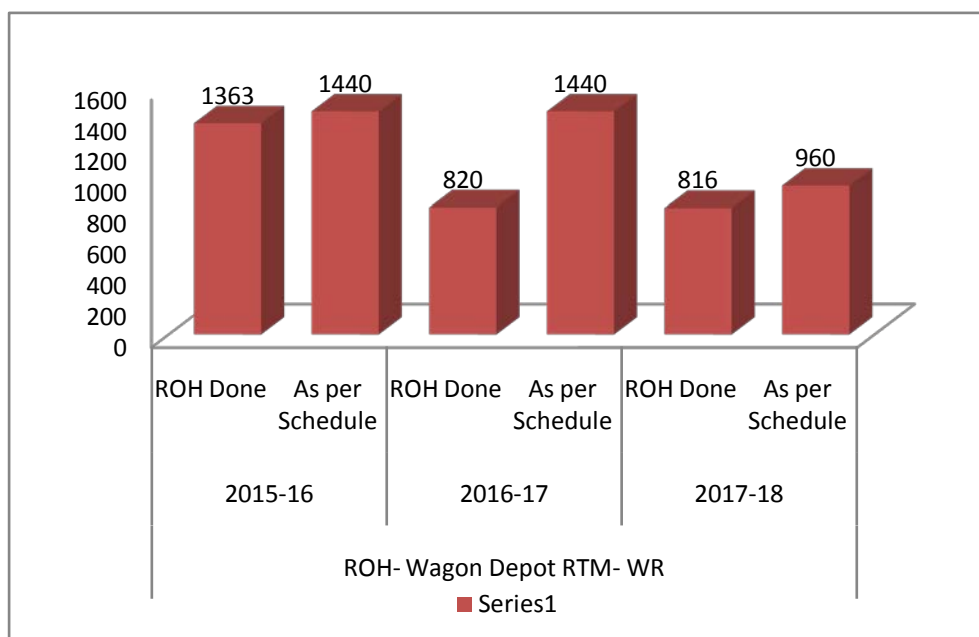
- During the study Work study Inspectors noted the workload of both depots.
- The activities of nos. of wagon wheel changed and nos. of wagon panel patched have recorded vide Para 2.6 above.

2.7 The details of Nos. of ROH done as per schedule.

2.7.1 ROH- Wagon Depot RTM- WR

	ROH- Wagon Depot RTM- WR							
	Nos. of Wagon ROH Done				As per Schedule			
	2015-16	2016-17	2017-18	2018-19	2015-16	2016-17	2017-18	2018-19
April	126	93	64	54	120	120	80	40
May	121	67	73	39	120	120	80	40
June	114	76	69	35	120	120	80	40
July	114	69	65	30	120	120	80	40
Aug.	116	67	63		120	120	80	
Sept.	111	74	52		120	120	80	
Oct.	104	53	72		120	120	80	
Nov.	113	88	63		120	120	80	
Dec	119	55	82		120	120	80	
Jan.	120	65	80		120	120	80	
Feb.	109	57	80		120	120	80	
Mar.	96	56	53		120	120	80	
Total	1363	820	816		1440	1440	960	

2.7.2 Nos. of Wagon ROH Done as per schedule



ROH wagon Depot - RTM achieved 79.76 % of target every year.

CHAPTER- III

OBSERVATION AND RECOMMENDATIONS

3.0 On the basis of critical analysis of the variation in MPR of ROH Wagon Depot RTM, Mechanical Department of RTM Division the observations and recommendations of work-study are as under:-

3.1 Observations :-

3.1.1 On calculation of the Benchmarking with existing factual data, it is observed that there is huge difference in the MPR of ROH Depot RTM of RTM Division vide Railway Board letter No. 2017/E & R/2(1)/1 dated 03.04.2018.

3.1.2 During the Work-study, the Work-study team also gone through with the instructions of Railway Board under Annexure "A " & actual activities performed by ROH Depot RTM- wherein, it has been noticed that Work-Load of ROH Depot –RTM has been reduced from last four years as per Para 2.4.1

3.1.3 The Data of ROH Wagon Depot- RTM for the year 2015-16, 2016-17, 2017-18 & 2018-19 tabulated as under.

	ROH- Wagon Depot RTM- WR							
	Nos. of Wagon ROH Done				As per Schedule			
	2015-16	2016-17	2017-18	2018-19	2015-16	2016-17	2017-18	2018-19
April	126	93	64	54	120	120	80	40
May	121	67	73	39	120	120	80	40
June	114	76	69	35	120	120	80	40
July	114	69	65	30	120	120	80	40
Aug.	116	67	63		120	120	80	
Sept.	111	74	52		120	120	80	
Oct.	104	53	72		120	120	80	
Nov.	113	88	63		120	120	80	
Dec	119	55	82		120	120	80	
Jan.	120	65	80		120	120	80	
Feb.	109	57	80		120	120	80	
Mar.	96	56	53		120	120	80	
Total	1363	820	816		1440	1440	960	

3.1.4 From the above figure it has been noticed that Scheduled target of ROH Wagon Depot RTM has been reduced from 120 to 80 and again 80 to 40 for the years 2015-16, 2016-17, 2017-18 & 2018-19.

3.1.5 During the work study it is observed that the work-load of ROH Wagon Depot drastically reduced for the year 2016-17, 2017-18 & 2018-19. Accordingly, administration has changed the target for above three years.

3.1.6 The target of ROH of Wagon changed by the Administration even though ROH Wagon Depot not achieved the reduced target as per schedule.

3.1.7 During the study it has been observe that the out-turn of the ROH Wagon Depot is low as per schedule. It is not because of poor performance of ROH Depot RTM but it was noticed that Wagon for repairs were not available to achieved the target.

- 3.1.8 As per Para 3.1.3, the overall performance of the ROH Depot is poor and Man Power Ratio of ROH depot RTM is highest as compare to other Depots over Indian Railways. The same has work-out in Comparative study.
- 3.1.9 Due to Highest Man Power Ratio of ROH Wagon Depot- RTM, the Railway Board also directed for conducting comparative study of ROH Wagon Depot RTM & ROH Wagon Depot BNDM of CKP Division over SE Railway.
- 3.1.10 Due to Highest Man Power Ratio of ROH Wagon Depot and reduced of Work-load the decision has been taken by the administration to transfer of 73 staff to SMP Depot to reduced the Man Power Ratio (MPR) vide letter No. E/K W/839/3/4 Vol. VII dated 28.03.2018 by Sr. DPO- RTM
- 3.1.11 During the Work- Study it has been noticed that only 40 staff were relieved to SMP Depot and 33 nos. of staff remain working at ROH Depot- RTM. It is further seen that as per the joint meeting Conducted on 05.03.2018 lady staff, Union Bearer staff & staff those who will retired within one years shall not be transfer. The said remark is mentioned in above quoted letter under Para 3.1.10.
- 3.1.12 The joint meeting was conducted on 05.03.2018 and transfer order issued on 28.03.2018 for transfer of 40 staff to SMP Depot. It means that 33 nos. of surplus staff working at ROH Depot- RTM excluding sanction Cadre. These 33 surplus manpower are utilized for regular works of ROH Wagon Depot including, ROH activities & Other than ROH activities including in case of any emergency like linen cleaning Laundry at Indore or trouble shooting at RTM Div. etc.
- 3.1.13 As per Sanction Cadre of C & W DN- YD- RTM (As on July-2018)

Sr. No.	Category	Sanction Cadre	Men on Roll	Vacancy	Excess
1	Gr.- "C"	30	37	03	10
2	Gr.- "D"	23	37	00	14
		53	74	03	24

However Work-study is conducted only for ROH Wagon Depot- RTM and not for entire Down Yard Depot. The cadre of **ROH Wagon Depot- RTM** July-2018 is as under.

Sr. No.	Category	Sanction Cadre	Men on Roll	Vacancy	Excess
1	Gr.- "C"	12	15	00	03
2	Gr.- "D"	15	27	00	12
		27	42	00	15

Therefore, 12 nos. of Group "D" manpower found surplus as per cadre position of July-2018.

- 3.1.14 It is also observed that huge variation in the MPR was visible during the work study and comparative study due to wrong projection of data of Work load & Man Power. The division was sending wrong data to HQ as well as Railway Board without verifying the actual out turn and current sanction Cadre. Resulting MPR of the ROH RTM depot from the year 2017-18 & 2018-19 shown 1.58 & 1.21 MPR respectively.
- 3.1.15 The actual Average MPR of the ROH- Wagon Depot RTM is 0.84 which is not highest over Indian Railways but higher than Average MPR of 0.76 over Indian Railways.

- 3.1.16 During the Study it has been observed that 12 nos. of Group "D" Manpower found excess as per Cadre position in the month of July-2018. The details Cadre of **ROH Wagon Depot RTM** is as under.

Depot	Activity	Designation	G- Pay	Sanction Cadre	Men on Roll	Vacancy	Excess
Down Yard	ROH	SSE	4600	2	2	0	0
		CMS (lab)	4600	0	1	0	1
		JE	4200	0	1	0	1
		MCF	4200	4	5	0	1
		TCN-1	2800	3	3	0	0
		TCN-2	2400	1	1	0	0
		TCN-3	1900	2	2	0	0
		GROUP- "D"	1800	15	27	0	12
		Total		27	42	0	15

- 3.1.17 The Cadre of **"Other than ROH Activities"** is as under.

Depot	Activity	Designation	G- Pay	Sanction Cadre	Men on Roll	Vacancy	Excess
Down Yard	Other than ROH Activities	SSE	4600	01	01	00	00
		DBIO	4600	00	01	00	01
		JE	4200	01	01	00	00
		MCF	4200	07	07	00	00
		TCN-1	2800	06	08	00	02
		TCN-2	2400	01	02	00	01
		TCN-3	1900	02	02	00	00
		GROUP- "D"	1800	08	10	00	02
		Total		26	32	00	06

3.2 **Conclusion:**

- 3.2.1 After closer of ROH Activities at RTM and shifting of ROH staff to SMP depot the Equipments & Machinery, Crane & Forklift remain available at ROH-RTM depot. Therefore, Sr.-DME-RTM utilized the ARME & ART staff for ROH activities, during the idle time as optimum utilisation of staff, even those the activities have been shifted to SMP Depot. This work is to be considered as additional work by the ARME/ART staff other than their regular works.
- 3.2.2 During the work-study, it has been noticed that the highest position/benchmark of ROH- RTM depot was not 1.58 which was actually 0.84 therefore highest position/benchmark comes *of TKD- DLI Wagon ROH depot which is 1.32 instead* of Wagon Depot-RTM. The same has been referred to Rly. Board.

3.3 Recommendations:-

3.3.1 Recommendation No. 1.

As on date ROH Activities of ROH Depot RTM shifted to SMP depot-RTM to reduce the MPR as compare to other depot due to reducing of workload. The cadre of 73 staff out of 126 shifted to SMP depot as the closer of ROH activities wherein, only 40 staffs were relieved to SMP Depot and till date and excess 33 staff working under ROH Depot RTM.

Therefore, it is recommended that these, 33 excess manpower may utilize for ROH activities till the complete closer of ROH activities at ROH-RTM Depot.

3.3.2 Recommendation No. 2.

After transfer of 73 manpower to SMP Depot out of 126, till 53 numbers of Manpower available at ROH Depot to complete the ROH & Other than ROH activities in addition to 33 surplus staff (Under transfer). It is seen from Sanction Cadre of July- 2018 that 12 numbers of Group "D" staff found surplus at ROH Depot as per Para 3.1.13 & 3.1.16.

Therefore, it is recommended that these 12 numbers of Manpower of ROH Depot may be surrender, immediately as the work-load of ROH Wagon depot is reduced.

3.3.3 Recommendation No. 3.

It is recommended that Staff deployed on ARME & ART may be utilized for ROH activities when there is no call for ARME & ART, this shall be continue till the shifting of Equipments & Machinery, Crane and fork lift etc. to the SMP Depot-RTM.

3.3.4 Recommendation No. 4.

During the study it has been observed that Data being send by Depot to Railway Board through Division & HQ for purpose of calculating MPR are not being monitor appropriately, resulted, wrong MPR shown by Railway Board statistic due to wrong figure forwarded by depots, which lead to false projection of the figures of Railways.

Therefore, it is recommended that needful action at Division level & HQ level may be proposed to ensure out-turn & Sanction Cadre & Men on Roll and updated data by the Depot to have actual MPR Depot for accuracy of MPR for comparative study over Indian Railways.

CHAPTER- IV

FINANCIAL SAVINGS

4.0 Financial Savings: -

With the proposal of surrender of Group "D" 12 posts of ROH Wagon Depot – RTM. It is recommended that 12 staff (i.e. 12 staff of Gr. "D") found surplus in the month of July- August - 2018, may be surrendered immediately and same may be re- deployed to SMP depot for ROH activity which will saving amount as given below:-

4.1 ROH Depot- RTM- WR.

S. No.	Design.	No. of posts	Annual saving per person in Rupees	Total saving/ year
1	Group "D"	12	6,45,968/-	77,51,616/-
	Total	12		77,51,616/-

- 4.2 On implementation of the recommendations brought out in the work study report the annual recurring saving of **Rs. 77.51 Lakhs** per annum can be achieved.
- 4.3 The excess manpower of ROH RTM Depot shifted to SMP depot for better out- turn and to reduce highest MPR as compare to other Railways.

******* End*******