

EASTERN RAILWAY

REPORT ON

WORK STUDY ON EASTERN RAILWAY INTER COLLEGE, SCHOOLS / JAMALPUR UNDER THE
ADMINISTRATIVE CONTROL OF CHIEF WORKS MANAGER/E. RLY. / JAMALPUR.

(STUDY NO. **WSER- 26/18-19**)

(Submitted on 05.02.2019)

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BY

GM'S EFFICIENCY CELL

EASTERN RAILWAY

KOLKATA

CONTENTS

Sl. No.	Particulars	Page No.
1.	Acknowledgement	I
	Authority and Terms of Reference	
2.	Summary of Recommendations	II
3.	Executive Summary	III
4.	<u>CHAPTER-I</u> Introduction	1-2
5.	<u>CHAPTER-II</u> Existing Scenario	3-7
6.	<u>CHAPTER-III</u> Critical Analysis	8-9
7.	<u>CHAPTER-IV</u> Financial Appraisal	10

I

ACKNOWLEDGEMENT

The Work-study team express its sincere gratitude to WPO/ER/JMP, for his valuable suggestions and guidance, in steering the work-study report towards the distinct direction.

The study team is also grateful to Principal / Eastern Railway Inter College, In-Charge / E.Rly. Middle School & Headmaster / Eastern Railway M.P. School of Jamalpur for extending their co-operation in providing data and information to formulate the study report.

TERMS OF REFERENCE

The subject work-study has been undertaken by the GM's Efficiency Cell of Eastern Railway during financial year 2018-19 under the following terms of reference:-

- i) Existing strength of students in Eastern Railway Schools of Jamalpur.
- ii) New induction of students (Both Railway & Non-Railway) in the Eastern Railway Schools of Jamalpur after implementation of Children Education Allowances.
- iii) To evaluate the nos. of Teachers necessary in proportionate with the nos. of students, especially nos. of students of Railway Employee's Ward who are presently studying in Eastern Railway Inter College, E.Rly. Middle School & Eastern Railway M.P. School of Jamalpur.

II

SUMMARY OF RECOMMENDATION

<i>Sl. No.</i>	<i>Recommendation</i>	<i>Para ref.</i>
1	Study team recommends that 11 posts of different category School Teacher under CWM/E.Rly./JMP may be surrendered immediately from the existing sanctioned strength.	3.3.0.

III

EXECUTIVE SUMMARY

Study Name & No.	WORK STUDY ON EASTERN RAILWAY INTER COLLEGE, SCHOOLS / JAMALPUR UNDER THE ADMINISTRATIVE CONTROL OF CHIEF WORKS MANAGER/E. RLY. / JAMALPUR. (Study No. WSER-26/18-19)
Year of conducting the study	2018-19
Terms of reference:	<ul style="list-style-type: none">i) Existing strength of students in Eastern Railway Schools of Jamalpur .ii) New induction of students (Both Railway & Non-Railway) in the Eastern Railway Schools of Jamalpur after implementation of Children Education Allowances.iii) To evaluate the nos. of Teachers necessary in proportionate with the nos. of students, especially nos. of students of Railway Employee's Ward who are presently studying in Eastern Railway Inter College, E.Rly. Middle School & Eastern Railway M.P. School of Jamalpur.
Methodology:	<ul style="list-style-type: none">i) Systematic discussion with concerned Personnel regarding the deployment of proportionate nos. of Teachers .ii) Collection of relevant documents.iii) Scientific analysis of available data.
Existing Sanc. strength	51
Existing Men on Roll	35
Vacant post	16
Proposed requirement of Teaching Staff	40
Proposed Surrender	11

CHAPTER-I

1.0.0. INTRODUCTION:

- 1.1.0.** Indian Railway is the largest public sector undertaking of Govt. of India with staff strength of about 12 lakh employees. The Railways in India are not only a mere transport agency, but also have deep social obligations to serve efficiently and fully the increasing needs of the countrymen.
- 1.2.0.** Indian Railway has a welfare organisation under Personnel department to look after all types of grievances of employees as well as to provide various infrastructures for the benefit of its employees and their family members.
- 1.3.0.** Ab initio, the Railway colonies were generally established outside the civil area. Then situation needs to provide infrastructure for education, inside the Railway colony especially for primary section.
- 1.4.0.** Indian Railway organizes various types of schools at Jamalpur to provide education to employee's wards within the railway premises. The schools are Mixed Primary School, Middle Schools, Inter College for Higher Secondary education under CBSE.
- 1.5.0.** In 21st century, Indian economy is growing faster than many other countries. Indian economy is now playing a very important role in global economy and many Indians are leading the various industries, offices and institutions through out the world. So, in India education is not now to learn letter, it is the essential instrument for Indians to compete the world. Indian parents are now trying to educate their wards through English Medium instead of regional language to cope up their child with present need. Moreover, India is a developing country, the Indian city, village, township are growing faster and stretched its width and breadth. Railway colonies are now within the greater civil area or adjacent the stretched civil area.
- 1.6.0.** The Central Pay Commission Indian Railway has decided to grant children education allowance (CEA) to Central Government Employees to facilitate

modern education to their children from a well established and well equipped institution. Keeping in mind on the above view the Railway authority has directed the Efficiency Cell of Eastern Railway to conduct work-study and review the role of various Railway Schools at Jamalpur in connection with imparting school education to employee's wards within the railway premises.

CHAPTER-II

2.0.0. EXISTING SCENARIO:

2.1.0. Information regarding Railway Schools under the Administrative control of CWM/E.Rly./JMP :

Sl. No.	Name of School	Medium of Instruction	Under Education Board	Location
1.	Eastern Railway M.P. (Mixed Primary) School , Jamalpur (K.G. to Std. V)	English	CBSE	East Colony, Jamalpur
2.	Eastern Railway Middle School No. 1 & No. 2. Jamalpur. (Std. III to Std. VII)	English	CBSE	Keshopur, Jamalpur
3.	Eastern Railway Inter College, Jamalpur. (Std. VIII to Std. XII)	English	CBSE	Rampur Railway Colony, Jamalpur

2.2.0. Eastern Railway M.P. (Mixed Primary) School , Jamalpur (K.G. to Std. V):

The Eastern Railway M.P. (Mixed Primary) School , Jamalpur located at East Colony, Jamalpur.

The Class-wise position of Railway and Non-Railway Students of the said school, enrolled for the Academic Session 2016-17, 2017-18 & 2018-19 is tabulated below :

TABLE-A

<i>Academic Session →</i>	<i>2016-17</i>			<i>2017-18</i>			<i>2018-19</i>		
<i>Standard ↓</i>	<i>Railway</i>	<i>Non-Railway</i>	<i>Total</i>	<i>Railway</i>	<i>Non-Railway</i>	<i>Total</i>	<i>Railway</i>	<i>Non-Railway</i>	<i>Total</i>
<i>KG</i>	<i>03</i>	<i>04</i>	<i>07</i>	<i>04</i>	<i>06</i>	<i>10</i>	<i>05</i>	<i>10</i>	<i>15</i>
<i>I</i>	<i>04</i>	<i>04</i>	<i>08</i>	<i>01</i>	<i>08</i>	<i>09</i>	<i>00</i>	<i>05</i>	<i>05</i>
<i>II</i>	<i>04</i>	<i>11</i>	<i>15</i>	<i>02</i>	<i>05</i>	<i>07</i>	<i>01</i>	<i>12</i>	<i>13</i>
<i>III</i>	<i>03</i>	<i>08</i>	<i>11</i>	<i>04</i>	<i>08</i>	<i>12</i>	<i>01</i>	<i>05</i>	<i>06</i>
<i>IV</i>	<i>04</i>	<i>13</i>	<i>17</i>	<i>03</i>	<i>07</i>	<i>10</i>	<i>03</i>	<i>07</i>	<i>10</i>
<i>V</i>	<i>02</i>	<i>12</i>	<i>14</i>	<i>04</i>	<i>12</i>	<i>16</i>	<i>03</i>	<i>07</i>	<i>10</i>
<i>Total</i>	<i>20</i>	<i>52</i>	<i>72</i>	<i>18</i>	<i>46</i>	<i>64</i>	<i>13</i>	<i>46</i>	<i>59</i>

The position of Teachers in the School the Academic Session 2016-17, 2017-18 & 2018-19 is tabulated below :

TABLE-B

<i>Academic Session→</i>	<i>2016-17</i>			<i>2017-18</i>			<i>2018-19</i>		
<i>Category of Teacher's ↓</i>	<i>Sanctioned Strength</i>	<i>On-Roll</i>	<i>Vacancy</i>	<i>Sanctioned Strength</i>	<i>On-Roll</i>	<i>Vacancy</i>	<i>Sanctioned Strength</i>	<i>On-Roll</i>	<i>Vacancy</i>
<i>Headmaster</i>	<i>01</i>	<i>01</i>	<i>00</i>	<i>01</i>	<i>01</i>	<i>00</i>	<i>01</i>	<i>01</i>	<i>00</i>
<i>Asstt. Teachers (PR.T)</i>	<i>07</i>	<i>05</i>	<i>02</i>	<i>07</i>	<i>04</i>	<i>03</i>	<i>07</i>	<i>03</i>	<i>04</i>
<i>Total</i>	<i>08</i>	<i>06</i>	<i>02</i>	<i>08</i>	<i>05</i>	<i>03</i>	<i>08</i>	<i>04</i>	<i>04</i>

2.3.0. The Eastern Railway Middle School No. 1 & No. 2. Jamalpur located at Keshopur, Jamalpur :

The Class-wise position of Railway and Non-Railway Students of the said school, enrolled for the Academic Session 2016-17, 2017-18 & 2018-19 is tabulated below:

TABLE-A

<i>Academic Session→</i>	<i>2016-17</i>			<i>2017-18</i>			<i>2018-19</i>		
<i>Standard ↓</i>	<i>Railway</i>	<i>Non-Railway</i>	<i>Total</i>	<i>Railway</i>	<i>Non-Railway</i>	<i>Total</i>	<i>Railway</i>	<i>Non-Railway</i>	<i>Total</i>
<i>III</i>	<i>02</i>	<i>05</i>	<i>07</i>	<i>00</i>	<i>10</i>	<i>10</i>	<i>00</i>	<i>05</i>	<i>05</i>
<i>IV</i>	<i>01</i>	<i>14</i>	<i>15</i>	<i>01</i>	<i>08</i>	<i>09</i>	<i>02</i>	<i>13</i>	<i>15</i>
<i>V</i>	<i>05</i>	<i>22</i>	<i>27</i>	<i>01</i>	<i>12</i>	<i>13</i>	<i>05</i>	<i>17</i>	<i>22</i>
<i>VI</i>	<i>11</i>	<i>33</i>	<i>44</i>	<i>07</i>	<i>44</i>	<i>51</i>	<i>04</i>	<i>25</i>	<i>29</i>
<i>VII</i>	<i>23</i>	<i>36</i>	<i>59</i>	<i>09</i>	<i>34</i>	<i>43</i>	<i>10</i>	<i>40</i>	<i>50</i>
<i>Total</i>	<i>42</i>	<i>110</i>	<i>152</i>	<i>18</i>	<i>108</i>	<i>126</i>	<i>21</i>	<i>100</i>	<i>121</i>

The position of Teachers in the School the Academic Session 2016-17, 2017-18 & 2018-19 is tabulated below :

TABLE-B

<i>Academic Session→</i>	<i>2016-17</i>			<i>2017-18</i>			<i>2018-19</i>		
<i>Category of Teacher's ↓</i>	<i>Sanctioned Strength</i>	<i>On-Roll</i>	<i>Vacancy</i>	<i>Sanctioned Strength</i>	<i>On-Roll</i>	<i>Vacancy</i>	<i>Sanctioned Strength</i>	<i>On-Roll</i>	<i>Vacancy</i>
<i>Headmaster</i>	<i>02</i>	<i>00</i>	<i>02</i>	<i>02</i>	<i>00</i>	<i>02</i>	<i>02</i>	<i>00</i>	<i>02</i>
<i>TGT</i>	<i>12</i>	<i>06</i>	<i>06</i>	<i>12</i>	<i>05</i>	<i>07</i>	<i>12</i>	<i>06</i>	<i>06</i>
<i>Asstt. Teachers (PR.T)</i>	<i>04</i>	<i>03</i>	<i>01</i>	<i>04</i>	<i>03</i>	<i>01</i>	<i>04</i>	<i>05</i>	<i>-01</i>
<i>Total</i>	<i>18</i>	<i>09</i>	<i>09</i>	<i>18</i>	<i>08</i>	<i>10</i>	<i>18</i>	<i>11</i>	<i>07</i>

2.4.0.

The Eastern Railway Inter College, Jamalpur (Std. VIII to Std. XII) located at Rampur Railway Colony, Jamalpur :

The Class-wise position of Railway and Non-Railway Students of the said school, enrolled for the Academic Session 2016-17, 2017-18 & 2018-19 is tabulated below

TABLE-A

<i>Academic Session→</i>	<i>2016-17</i>			<i>2017-18</i>			<i>2018-19</i>		
<i>Standard ↓</i>	<i>Railway</i>	<i>Non-Railway</i>	<i>Total</i>	<i>Railway</i>	<i>Non-Railway</i>	<i>Total</i>	<i>Railway</i>	<i>Non-Railway</i>	<i>Total</i>
<i>VIII</i>	<i>32</i>	<i>83</i>	<i>115</i>	<i>38</i>	<i>87</i>	<i>125</i>	<i>22</i>	<i>97</i>	<i>119</i>
<i>IX</i>	<i>50</i>	<i>58</i>	<i>108</i>	<i>28</i>	<i>89</i>	<i>117</i>	<i>30</i>	<i>79</i>	<i>109</i>
<i>X</i>	<i>32</i>	<i>76</i>	<i>108</i>	<i>50</i>	<i>56</i>	<i>106</i>	<i>26</i>	<i>83</i>	<i>109</i>
<i>XI</i>	<i>34</i>	<i>53</i>	<i>87</i>	<i>28</i>	<i>70</i>	<i>98</i>	<i>34</i>	<i>60</i>	<i>94</i>
<i>XII</i>	<i>38</i>	<i>54</i>	<i>92</i>	<i>31</i>	<i>55</i>	<i>86</i>	<i>26</i>	<i>74</i>	<i>100</i>
<i>Total</i>	<i>186</i>	<i>324</i>	<i>510</i>	<i>175</i>	<i>357</i>	<i>532</i>	<i>138</i>	<i>393</i>	<i>531</i>

The position of Teachers in the School the Academic Session 2018-19 is tabulated below :

TABLE-B

Sl. No.	Category of Teachers	Pay Scale & Grade Pay (In Rs.)	Strength of Teaching staff		
			Sanctioned Strength	Men-on-Roll	Vacancy
1.	PGT	Rs. 9300-34800/- & G.P. Rs. 4800/-	09	05	04
2.	Trained Graduate Teacher (TGT)	Rs. 9300-34800/- & G.P. Rs. 4600/-	11	11	00
3.	Primary Teacher (PRT)	Rs. 9300-34800/- & G.P. Rs. 4200/-	03	02	01
4.	Physical Training Instructor (PTI)	Rs. 9300-34800/- & G.P. Rs. 4600/-	01	01	00
5.	Librarian	Rs. 9300-34800/- & G.P. Rs. 4600/-	01	01	00
Total			25	20	05

2.5.0.

At a glance, the School-wise summary & Overall summary of Sanctioned Strength, Men-On-Roll & Vacancy position of the Schools in Jamalpur (during current session) under the Administrative control of CWM/E.Rly./Jamalpur is tabled below :

School-wise summary :

<i>Name of Schools →</i>	<i>Eastern Railway M.P. (Mixed Primary) School , Jamalpur (K.G. to Std. V)</i>			<i>Eastern Railway Middle School No. 1 & No. 2. Jamalpur (Std. III to Std. VII)</i>			<i>Eastern Railway Inter College, Jamalpur (Std. VIII to Std. XII)</i>		
<i>Category of Teachers ↓</i>	<i>Sanc. Strength</i>	<i>On-Roll</i>	<i>Vac.</i>	<i>Sanc. Strength</i>	<i>On-Roll</i>	<i>Vac.</i>	<i>Sanc. Strength</i>	<i>On-Roll</i>	<i>Vac.</i>
<i>Headmaster</i>	01	01	00	02	00	02	--	--	--
<i>PGT</i>	--	--	--	--	--	--	09	05	04
<i>TGT</i>	--	--	--	12	06	06	11	11	00
<i>PRT</i>	07	03	04	04	05	-01	03	02	01
<i>PTI</i>	--	--	--	--	--	--	01	01	00
<i>Librarian</i>	--	--	--	--	--	--	01	01	00
<i>Total</i>	08	04	04	18	11	07	25	20	05

2.6.0.

Thus, as per the office record, overall summary of all category school teachers as on 01/02/2019, is tabulated below as a ready reference :

<i>Category of Teachers ↓</i>	<i>Sanctioned Strength</i>	<i>Men-On-Roll</i>	<i>Vacancy</i>
<i>PGT</i>	11	05	06
<i>TGT</i>	24	18	06
<i>PRT</i>	14	10	04
<i>PTI</i>	01	01	00
<i>Librarian</i>	01	01	00
<i>Total</i>	51	35	16

2.7.0. Particulars of Student studying in the schools during last three academic sessions:

Name of School	Nos. & categories of students studying in the school.	ACADEMIC SESSIONS		
		2016-17	2017-18	2018-19
Eastern Railway M.P. (Mixed Primary) School, Jamalpur (K.G. to Std. V)	Nos. of Rly. Student	20	18	13
	Nos. of Non-Rly. Student	52	46	46
	Total Nos. of Student	72	64	59
Eastern Railway Middle School No. 1 & No. 2. Jamalpur (Std. III to Std. VII)	Nos. of Rly. Student	42	18	21
	Nos. of Non-Rly. Student	110	108	100
	Total Nos. of Student	152	126	121
Eastern Railway Inter College, Jamalpur (Std. VIII to Std. XII)	Nos. of Rly. Student	186	175	138
	Nos. of Non-Rly. Student	324	357	393
	Total Nos. of Student	510	532	531
Sum Total of Nos. of students studying in the above three schools with Rly. & Non-Rly. Break-up.	Total Nos. of Rly. Student	248	211	172
	Total Nos. of Non-Rly. Student	486	511	539
	Grand Total of both categories of Student	734	722	711
Percentage (%) of Rly. Student among the Grand Total nos. of Student.		33.79	29.22	24.19

2.8.0. From the above tables, the under mentioned issues are appraised clearly :

- Both the nos. of Rly. Students & Non-Rly. Students reduced over the years.
- Reduction of Nos. of Rly. Students is very sharp over the years in comparison to nos. of Non-Rly. Students.
- Reduction of Nos. of students in both Eastern Railway M.P. (Mixed Primary) School & Eastern Railway Middle School No. 1 & No. 2. Jamalpur is much higher. The matter of fact is that students enrolled in the Eastern Railway Inter College, Jamalpur remains more or less same over the years.

CHAPTER-III

3.0.0. CRITICAL ANALYSIS:

3.1.0. From the data collected from the Schools of Jamalpur, under the Administrative control of CWM/E.Rly./Jamalpur, it is clear that there is deterioration of students enrolment in those schools in recent years. Study team discusses with teachers, parents/guardians of students to find out the reasons for this deterioration in the new admission in this type of schools. The main reasons found out are as under -

3.1.1. Implementation of children education allowance :

In Central Pay Commission, Indian Railway implemented children education allowance for their employees. In this scheme a Railway employee can get upto Rs. 27,000/- per year per student for providing education for his 02 children. Hostel subsidy allowance can also be permissible to the employee. For this reason Railway employees are now trying to admit their ward in renowned schools which were out of their reach due to excessive tuition fees previously.

3.1.2. In the vicinity of Jamalpur Workshop / Jamalpur Railway Colonies, there are a good nos. of English Medium Schools.

3.2.0. Suggestion :

It is suggested that all the said three schools may be brought within a common campus after broadening the operating area of E. Rly. Inter College / Jamalpur. Such steps may be very much beneficial for the students of primary & middle schools also, as the modern infra-structure of E. Rly. Inter College / Jamalpur can be availed by all the students irrespective of classes they read in. Moreover, the day to day activities of school may be performed more smoothly and efficiently under one roof and one Institution-cum-administrative head.

In the light of above, it is clear that there will be no necessity to fill-up the 11 nos. vacant posts of Eastern Railway M.P. (Mixed Primary) School, Jamalpur & Eastern Railway Middle School No. 1 & No. 2. Jamalpur (as mentioned in TABLE-B of Para 2.2.0. & 2.3.0.).

3.3.0. **Recommendation:** In the context of above, the study team recommends that 11 posts of different category School Teacher under CWM/E.Rly./JMP may be surrendered immediately from the existing sanctioned strength.

CHAPTER-IV

4.0.0. FINANCIAL APPRAISAL

- 4.1.0. To evaluate the value of annual financial savings the respected pay band and lowest Grade Pay of Rs. 4200/-for PRT Teachers (Level-6 of CPC Pay Matrix table) is taken into consideration and tabulated below.

Department	Category	Level as per 7 th CPC Pay Matrix.	Nos. of Posts	Pay Structure as per Level-6 (In Rs.)			Mean Pay as per Level-6 (In Rs.)	DA @ 9% of Pay (In Rs.)	Monthly Savings against recommended surrender (In Rs.)	Total Annual Savings of Money Value (In Rs.)
Personnel	PRT Teacher	Level-6	11	35,400	-	1,12,400	73, 000	6,651	8,86,061	1,06,32,732

- 4.2.0. As per recommendation made in Para – 3.3.0., **Minimum Annual financial savings to be achieved** on account of surrender of **11** existing sanctioned posts **of Teacher** is calculated as **1,06,32,732/-**
