

NORTHEAST FRONTIER RAILWAY

WORK STUDY REPORT

ON

ADEQUACY OF GANG STRENGTH

OF ALL SSE/P. Way UNDER Sr.DEN/RNY OF RANGIYA DIVISION

GUIDED BY: SHRI B.LAKRA , SDGM.

SHRI L.R.WARY, EO.

CONDUCTED BY: SHRI S.K.GHOSE , WSI.

STUDY NO. WSNE/42 /2019-20

CASE NO. Z/375 /10 /19-42

CENTRAL PLANNING ORGANISATION

N. F. RAILWAY/MALIGAON

GUWAHATI - 781011.

EXECUTIVE SUMMARY

SUBJECT : Work study on "Adequacy of Gang strength

Of all SSE/ P. Way Under Sr.DEN/C/RNY of RNY Division.

STUDY NO. WSNF/42 /2019-20

CASE NO. Z/375 /10/19-42

AUTHORITY: SDGM/NFR

CONCERN Divn: Rangiya

DEPARTMENT: Engineering

TERMS OF REFERENCE: To assess the staff requirements of Gang strength Of all SSE/ P. Way Under Sr.DEN/C/RNY of RNY Division

NO.OF RECOMMENDATION: 1 (One).

After detail discussion of workload and activities of trackman Of all SSE/ P. Way Under Sr.DEN/C/RNY of RNY Division, the Work Study Team identified 100 (Hundred) posts of Gr. C comprising 12Nos P. Way units under Sr.DEN/C/RNY which may be surrendered and deleted from BOS accordingly. However surrender from respective units will be decided judiciously by Sr.DEN/C/RNY in due course of time and it will be on the discretion of Sr.DEN/C/RNY . It is pertinent to mention here that discussion were made with Sr.DEN/C/RNY giving emphasis on the vacant posts being operated since long against respective units of P-Way, a detailed tabulated staff position is placed at SN - 4 for ready reference the basic agenda of the discussion was to decide the requirement of manual maintenance against machine maintenance, obviously the discussion unanimously revealed that, in the present scenario mechanised maintenance is needed for track maintenance against manual maintenance. Everybody prefers machine maintenance . Further the speed of all the trains are being increased day by day with the introduction of heavier sections of Rails and sleepers . Therefore induction of more machines in lieu of manpower are the call of the day and we all had agreed upon the fact.

FINANCIAL ACHIEVEMENT: No. of projected surplus post= 100 posts.

PROJECTED SAVINGS = say Rs. 3.86 crore per annum .

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MONTH AND YEAR OF CIRCULATION: JUNE,2019.

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CHAPTER - I

1.0 INTRODUCTION:

The Railway administration has to make the best use of its resources including **manpower** keeping them at the optimum level to attain the financial viability. Taking into consideration to these objectives, the Railway Board has emphasized to take up review on staff strength of various departments in the Railway. In pursuance with this policy of Railway Board the Central Planning Organization has conducted this work-study on requirements of Staff strength under all SSE/P. Way of RNY Division

2.0 AUTHORITY: SDGM/NFR

3.0 TERMS OF REFERENCE: To assess the staff requirements of Gang strength Of all SSE/ P. Way Under Sr.DEN/C/RNY of RNY Division

4.0 METHODOLOGY :

- a) Discussed with Supervisors and Officers.
- b) Data collection in terms of various works involved.
- c) Assessment of workload.

CHAPTER - II

1.0 SUMMARY OF WORK LOAD

2.0 WORK LOAD/ ACTIVITIES OF VARIOUS STAFF.

2.1 MATE: The prime duties of mate are:-

- a) He shall inspect the whole gang length once in a week for on the spot supervision regarding track condition. He should ensure the tools & equipments as prescribed are available at site of work.
- b) He shall see that the prescribed system of track maintenance is adhered to and the task allotted to him either verbally or through gang chart/diary are carried out efficiently.
- c) The mate shall see that the whole of his gang length is kept neat tidy and all loose materials are removed from the track.
- d) He should see that his length of line is kept safe for the passage of trains and any unsafe condition is reported immediately.
- e) In the event of train accident in section, Mate should render assistance to the Guard & Driver of the train for the protection.

2.2 KEYMAN: The prime duties of key man are -

- a) His entire beat to be inspected by foot once a day for track as well as bridges and return along the opposite rail. While inspecting, he should carry with him all the necessary tools & equipments as prescribed.
- b) While walking over his section, he should look for loose spikes, keys, chairs, fish-bolts, fittings on girder bridges/culverts, broken/burnt sleepers, broken plats/tie bars etc. and attend them as necessary.
- c) At unmanned level crossings, he should maintain the flange ways the check and running rails clear of obstruction.
- d) If any unsafe condition of track is noticed, such as, broken rails, wash-way of ballast, he should at once protect the lines as per rules and immediately report to Mate, ASM, and SE etc.

2.3 TRACKMAN: The trackman caters to the following regular duties of P.Way Gangs:

- a) Through packing.
- b) Shallow screening
- c) Picking up slacks.
- d) Lubrication of rail joints.

- e) Minor attention to cess.
- f) Cleaning catch water drain, side drains and waterways of bridges.
- g) Deep screening of ballast.
- h) Renewal and resurfacing of points and crossing.
- i) Heavy repairs to track including lifting.
- j) Complete realignment of curves.

3.0 JURISDICTION/QUANTUM OF WORKLOAD OF VARIOUS DEPOTS AND EXISTING STAFF POSITION.

This work-study is covering the staff requirements of Gang strength Of all SSE/ P. Way Under Sr.DEN/C/RNY of RNY Division

3.2EXISTING SANCTION AND ON ROLL STAFF STRENGTH

SN	STATION	Track Maintainer I			Track Maintainer II			Track Maintainer III			Track Maintainer IV			Total		
		GP-2800			GP-2400			GP-1900			GP-1800					
		San	OR	VAC	San	OR	VAC	San	OR	VAC	San	OR	VAC	San	OR	VAC
1	PW/RNY	27	2	25	54	9	45	99	115	-16	262	233	29	442	359	83
2	PW/BPRD	18	1	17	35	18	17	65	37	28	176	178	-2	294	234	60
3	PW/BNGN	17	3	14	34	20	14	62	47	15	170	174	-4	283	244	39
4	PW/GLPT	17	3	14	35	12	23	67	64	3	213	185	28	332	264	68
5	PW/CGON	17	4	13	35	30	5	64	63	1	173	162	11	289	259	30
6	PW/MJBT	15	3	12	30	20	10	55	56	-1	150	141	9	250	220	30
7	PW/RPAN	17	3	14	35	17	18	64	77	-13	175	136	39	291	233	58
8	PW/VNE	15	0	15	30	16	14	55	56	-1	148	108	40	248	180	68
9	PW/w/NLP	13	0	13	25	28	-3	50	59	-9	189	164	25	277	251	26
10	PW/E/NLP	14	2	12	27	35	-8	50	41	9	136	77	59	227	155	72
11	PW/DMC	13	1	12	26	28	-2	48	34	14	127	83	44	214	146	68
12	PW/USFD	1	0	1	2	2	0	3	4	-1	8	6	2	14	12	2
GRAND TOTAL		184	22	162	368	235	133	682	653	29	1927	1647	280	3161	2557	604

CHAPTER-III

1.0 CRITICAL ANALYSIS OF EXISTING WORKLOAD AND STAFF REQUIREMENTS:

The P. Way is the back bone of Rly. track. Therefore, to upkeep the well health of P. Way at all time, a systematic regular maintenance is most essential and for this phenomenon, the activities and workload of trackman have been critically analyzed in the context of Manual manpower requirement vise induction of Track

Machines. A detail discussion was made in presence of Sr,DEN/C/RNY , later on the entire study was co-ordinated by DEN/G, Sri R.C.Verma, a detail comparative status of Gr-C staff specially Track Maintainers were worked out of individual P-Way units and vacancy against respective categories were tabulated as annexure and placed at SN 5 . It was found that there were about 604 total vacancies against entire track maintainer category against which so far indent was placed to fill up 342 staff only. However the remaining vacancies were kept with the division. It was discussed that induction of Track Machines are utmost needed to maintain the track upto the desired level of parameters with the induction of higher section of rails and sleepers and day by day enhancement of speed limits , gradually dependence on track machines are becoming the need of the day thus demands optimum use of manpower and adoption of Track machines in view of that the work study team opined that instead carrying out the remaining vacancies further with the unit we may surrender about 100 vacant posts in gradual manner so that effective system of maintenance may be evolved and we can get hold on the expenditure . Sr.DEN/C/RNY had agreed on it, based on our discussion a joint memorandum was drawn dated 15/5/2019 and placed at SN 4 .

CHAPTER - IV

1.0 EXISTING SANCTION AND PROPOSED STAFF DISTRIBUTION:

- a) The category and scale wise distribution of SSE/ P. way of entire P-way units of Rangiya division are as follows :-

SN	STATION	Track Maintainer I			Track Maintainer II			Track Maintainer III			Track Maintainer IV			Total		
		GP-2800			GP-2400			GP-1900			GP-1800					
		San	OR	VAC	San	OR	VAC	San	OR	VAC	San	OR	VAC	San	OR	VAC
1	PW/RNY	27	2	25	54	9	45	99	115	-16	262	233	29	442	359	83
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8	PW/VNE	15	0	15	30	16	14	55	56	-1	148	108	40	248	180	68
9	PW/w/NLP	13	0	13	25	28	-3	50	59	-9	189	164	25	277	251	26
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11	PW/DMC	13	1	12	26	28	-2	48	34	14	127	83	44	214	146	68
12	PW/USFD	1	0	1	2	2	0	3	4	-1	8	6	2	14	12	2
GRAND TOTAL		184	22	162	368	235	133	682	653	29	1927	1647	280	3161	2557	604
Proposed BOS		184	22	162	368	235	133	682	653	29	1827	1647	180	3161	2557	162#

The effective remaining vacancies will be 162 only i.e (604 -100- 342 = 162) where 100 is the proposal as per work study and 342 is the ensuing indent placed against this category.

CHAPTER - V

1.0 RECOMMENDATION

After critical examination of the workload and activities of trackman of entire P-way unit under Sr. DEN/C/RNY of RNY Division, the Work Study Team identified 100 posts in Trackman category of Level-1 category from entire division and the discretion to decide the nos to be deleted from which units against this category will lay upon Sr.DEN/C/RNY only which may be surrendered and deleted from the BOS accordingly.

CHAPTER - VII

FINANCIAL IMPLICATION

Refer Para – 2 of chapter – V expenditure incurred on the surplus posts is as follows:

1. FINANCIAL IMPLICATION
2. EXPENDITURE / FINANCIAL SAVINGS PER ANNUM
3. EXPENDITURE ON SURPLUS POSTS / ANNUM
4. The expenditure involved in surplus posts per annum is as follows-

SN	Pay Band	G.P.	Posts Surplus	Expenditure incurred per Annum as salary (in Rs.)
1	5200-20200	1800	100	38624400
Total			100	38624400

5. Total Surplus Posts = 100 Posts

Projected Recurring Savings/Annum = Rs. 38624400 say Rs. 3.86 crore per annum .

CHAPTER - VIII

READY RECKONER

P.Band	Mean Pay	G.Pay	DA @ 125%	SDA@ 12.5%	Salary per month	Salary per annum
5200-20200	12700	1800	15875	1812	32187	3,86,244

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