

“Review of Redundant, Non Operative and Out Sourced posts in Electrical DepartmentOVER NAGPUR DIVISION”

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SYNOPSIS OF THE STUDY

Study No	WSCR/Elect/NGP/04/18-19
Name of the study	Review of Redundant Non Operative and outsourced posts in Electrical Department of Nagpur Division
Proposed	AGM/ C Rly
Department	Electrical
Date of Commencement	14/03/2019
Date of Completion	20/05/2019
Date of Submission	21/05/2019
No. of Recommendations	01
Sanction strength -	874
No. of Men studied	770
No. of vacancies	104
No. of Posts identified surplus	05
Financial Implications	Rs.41,59,008 per annum

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ACKNOWLEDGEMENT

The work-study team expresses its deep gratitude to Shri S C Choudhary, Sr. DEE /TRS/AQ, ShriPawan Kumar Jayant, DEE/TRS/ AQ whose valuable guidance provided a successful conclusion to this study and whose productive suggestion enhanced the enthusiasm of the team.

The team is very thankful to Shri Arvind Chandel SSE/TRS/ AQ and Smt Sushma Jambhulkar, Ch.OS/ TRS/ AQ and other staff, who ever possibly made the availability of documents concerned & directed the team to its positive approach.

AUTHORITY AND TERM OF REFERENCE

The work-study on "Review of Redundant Non operative and outsourced posts in Electrical department over Nagpur division" is a study proposed by AGM/C.Rly. the same has been included in Annual work study programme for the year 2018-19 with Study No WSCR./Elect/ NGP/04 / 18 – 19.

The terms of reference for given work-study is to review and assess judicious requirement of redundant non operative posts over NGP division corresponding to existing workload.

BASIS OF STUDY

After studying various cadres of Electrical staff it was found that **Carpenter Painter** staff in TRS/ AQ can be outsourced in light of change in working pattern due to modernization of technology on Indian Railway.

METHODOLOGY

The work-study team has adopted the following technique for completion of the study.

- Verification of Data provided by Electrical Branch in detail with reference to quantum of work load.
- Discussion of details with Supervisor / Staff.
- Critical analysis of the data collected.
- Making recommendations for need base staff in the present context.
- Working out financial implication involved in saving as a result of surplus staff.

SUMMARY OF OBSERVATIONS AND RECOMMENDATIONS

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Observation No .1:It can be seen that there are 106 vacancies in Tech Fitter category, out of which 30 vacancies are from Technician (Fitter-Helper),(1900 GP) where as in AssistantTRS) Khalasi(1800 GP), there are 23 posts exceeding the sanctioned strength.

Hence the possibility of promoting these excess posts in Khalasi based on suitability may be explored to reduce the deficit in Technician Fitter Grade.

Recommendation No.1:5 Carpenter Painter Staff in TRS/ Ajni shed can be outsourced and are identified as Surplus in Artisan Cadre over Nagpur Division.

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The Indian Railways are engaged in transport business, utilizing rolling stock i.e. engine, coaches and wagons, in the process these rolling stocks are periodically overhauled at nominated workshops and examined at different nominated stations/ junction points for trouble free service.

In order to cater the coal mining areas of Vidarbha and erstwhile Madhya Pradesh the Electric Loco Shed, Ajni was constructed on 22.09.1990 to maintain Goods Locomotives for the coal loaded trains. Since past 28 years shed has maintained various types of locomotives such as WAM-4 for Mail Express trains, 5000 HP WAG-7 locomotive for hauling goods train and now prestigious WAP-7 and WAG-9 three phase 'State of Art technology' locomotives to haul important trains like Rajdhani, Duranto and other Mail/express and goods trains respectively. Goods locomotives are mainly utilized for wide spread freight operations primarily in Central Railway and in other railways as well.

Shed is spread over a land area of 18 Acres in which covered shed is 3 Acres. Shed is carrying out preventive maintenance of electric locomotives with pre decided periodicity such as Minor schedules (Monthly, bimonthly) and Major schedules (18 months and 54/72 months) with man power of 4 per loco.

Shed is having infrastructure such as 2 nos. 50 T EOT cranes for heavy work of Bogies, 4 nos. 35/15 T EOT cranes for light work such as Auxiliary changing, Transformer changing etc. , 04 nos . under ground pits each for inspection and testing, 03 pits for carrying major schedules and 4 pits for carrying out heavy work, Oil filtration plants, forklifters, jib crane , well equipped Chemical and Metallurgical Lab, Electronic lab having advanced testing facilities for various type of electronic cards used in 3- phase locomotive, Motorised Bogie testing facility etc. Shed is having Pit Wheel Lathe machine as well for wheel profiling. Shed is also having multi tier stacking arrangement for Transformers, Traction motors, Wheel sets and Auxiliary machines. The shed has shifted to LED lighting, which has saved around 10% energy.

The shed is maintaining 220+ locos per year

AJNI TRS SHED:-

Various sections in ELS/ AQ

- PPIO
- SAFETY
- RUNNING REPAIR
- INSPECTION
- AOH
- STATIC
- AUILLARY
- PNEUMATIC
- CENTRAL STORE
- MILL WRIGHT AND MACHINE SHOP
- BOGIE
- TEST ROOM
- TRACTION MOTOR
- RELAY
- BTC
- STORES
- TECHNICAL
- DRAWING
- C & M LABORATORY

Other departmental staff in ELS Ajni

- OS Personnel
- OS general
- SMM staff

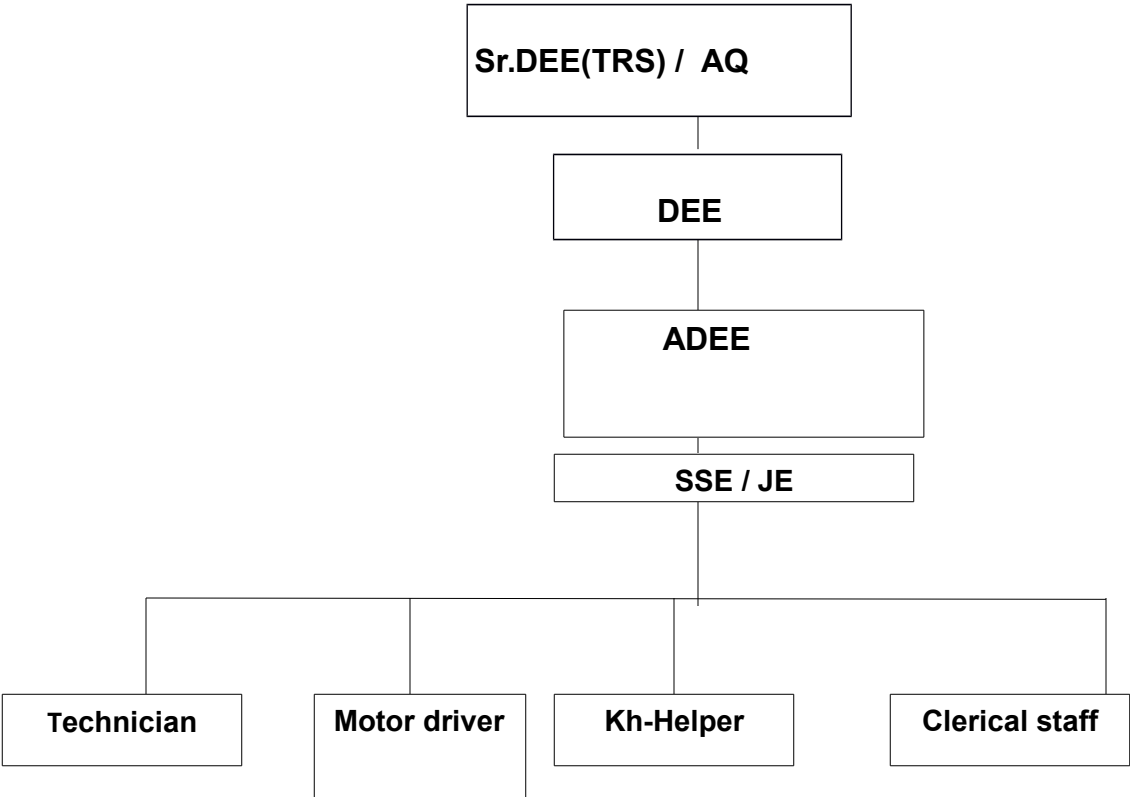
Major activities of ELS Ajni		
S.No	Activity	Approx No of Locos/pm
1	IOH	3
2	AOH	8
3	IC	20
4	IB	30
5	IA	30
6	IT	30
7	UNSCHEDULED	60
8	OTHER SHED LOCOS	30

Holding

ELS Ajni, as on Date 14/03/2019				
TYPE	WAG7	WAG9	WAP7	TOTAL
HOLDING	54	53	160	267

The average benchmarking of ELS/ AQ (3.12 men/loco) is better than Indian average of (3.26/ loco)

The organizational structure of ELS/AQ Organization in NGP division is as shown below:
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The scale check of ELS/ AQ of Nagpur Division by the end of April 2019 is as follows.

Sr.No	Category	SS	MoR	Vac
1	SSE	59	59	0
2	JE	29	18	11
3	Tech(Machineman)	18	16	02
4	Tech(Welder)	13	11	02
5	Tech(Crane Driver)	14	13	01
6	Tech(PainterCarpenter)	05	03	02
7	Tech(Fitter)	601	495	106
8	SSE(Drawing)	03	03	00
9	JE(Drawing)	01	00	01
10	Motor Driver	01	01	00
11	Clerical Staff	07	07	00
12	C&M Superintendent	04	04	00
13	Asst(TRS) Khalasi	117	140	+23
14	Peon	01	00	01
15	CDMH/TADK/EH	01	00	01
	Total	874	770	104

Break-up of Technician Fitter Grade

Sr.No	Category	GP	SS	MoR	Vac
1	Sr. Technician	4200	120	116	04
2	Tech-I	2800	238	180	58
3	Tech-II	2400	38	48	+10
4	Tech-III	1900	70	46	24
5	Tech (Fitter-Helper)	1900	135	105	30
	Total		601	495	106

From the above it can be seen that there are 106 vacancies in Tech Fitter category, out of which 30 vacancies are from Technician (Fitter-Helper),(1900 GP) where as in Assistant(TRS) Khalasi(1800 GP), there are 23 posts exceeding the sanctioned strength.

Hence the possibility of promoting these excess posts in Khalasi based on suitability may be explored to reduce the deficit in Technician Fitter Grade.

There are 05 posts of Carpenter-Painter out of which 2 posts are vacant, work study team is of the opinion that these 05 posts may be surrendered and outsourced to achieve economy.

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CHAPTER 5	FINANCIAL IMPLICATION
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. Therefore on surrender of 5 posts the financial Implication will be as under.

Sr.No	Category	Level	Mean Monthly Pay	12% DA Pay	Annual Pay	No of posts	Total
1	Carpenter	6	73900	82768	993216	1	993216
2	Carpenter	5	60750	68040	816480	3	2449440
3	Carpenter	4	53300	59696	716352	1	716352
				Grand Total		5	4159008

Implementation of surrender of 5posts will result in saving of Rs 41,59,008per annum.

Central Railway

Work-study cell,
DRM Office,
Nagpur
Date 21/05/2019

No.**WSCR/Elec/NGP/04/18-19**

NOTE

Sub: - Submission of Work study Report on "Review of Redundant Non operative and outsourced posts in Electrical Dept over NGP division".

Ref :- Annual work study programme for FY 2018-19 approved by AGM / C. Rly.

The above-subjected study, with approval of AGM C. Rly is included as a programme study for the year 2018-19

A copy of the work-study report is prepared & sent herewith for remarks / acceptance/ implementation please.

Sr.WSI/NGP

DWSO/BSL& NGP

Sr.DEE(TRS)/ AQ

ADRM(Infra)/ NGP

Central Railway

Work-study cell,

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