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WORK STUDY TO REVIEW THE OPERATING
STAFF STRENGTH AT TPJ, TP & TPGY -
TIRUCHCHIRAPALLI DIVISION

SOUTHERN RAILWAY

PLANNING BRANCH

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**WORK STUDY TO REVIEW THE OPERATING
STAFF STRENGTH AT TPJ, TP & TPGY YARD –
TIRUCHCHIRAPALLI DIVISION**

STUDIED BY

**WORK STUDY TEAM
OF
PLANNING BRANCH
SOUTHERN RAILWAY**

SEPTEMBER 2019



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ACKNOWLEDGEMENT

The study team express its compliments to DOM/GI/TPJ, the Co-ordinating officer, TI/TPJ, the Co-ordinating supervisor all other supervisory staff working at TPJ, TP & TPGY for valuable information and co-ordination in conducting this study.

(ii)
AUTHORITY

Annual Programme of work studies approved by SDGM for the year 2019-2020

(iii)
TERMS OF REFERENCE

Work study to review the operating staff strength at TPJ, TP & TPGY

(iv)
METHODOLOGY

The following Methodology has been adopted while conducting the study:-

- 1) Collection, compilation and analysis of collected data.
- 2) Discussion with officers, supervisors and other staff.
- 3) Personal observation of activities.
- 4) Application of SWR as also on Need base
- 5) Consideration of due allowance for contingencies, incidental activities, anticipated changes in near future, local conditions, functioning of activities during seasonal traffic, changes in traffic pattern etc.,
- 6) Effects of modern technologies, Rake load traffic, revised instructions on issue of BPC and train examination methods.

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SUMMARY OF RECOMMENDATION

Recommendation:

18 vacant posts in the category of Pointsman `B` out of 31 Net vacant posts (SHM/P.MAN A & B) with Grade Pay Rs.1800/- is found excess to the requirement, the same may be credited to the vacancy bank.

(Total – 18 Posts)

1.0 INTRODUCTION

1.1 Tiruchchirappalli Junction otherwise known as Trichy comes under Tiruchchirappalli Division of Southern Railway and is one of the districts of Tamil Nadu having headquarters at Trichy surrounded by Thanjavur & Pudukottai districts on the Eastern side, Dindugul district on the southern side, Perambalur district on the northern side and Karur district on the Western side. This city is located on the banks of Holy Cauvery and historically famous city in all respects. This was the headquarters of old South Indian Railway (SIR).

1.2 TPJ Division is one of the six divisions in Southern Railway and is more or less geographically situated in the middle of Tamilnadu at a distance of 336 Kms away from the headquarters of Southern Railway i.e., Chennai. It is having a Route Kilometrage of 1030 Kms out of which 918 Kms of BG and 112 Kms of MG as on 01.04.2018 now closed for Gauge conversion. Tiruchchirappalli station became operational in the year 1859 by constructing the first line to Nagapattinam by the erstwhile Railway Company named Great Southern of India.

After the inclusion of Trichy in the Railway Map it has become one of the most important junctions in Indian Railways. TPJ division serves the state of Tamilnadu and Union Territory of Puducherry. About 150 trains is being dealt by this station which includes Superfast/Long distance, Mail /Express, Passenger trains & DEMUs. More than 50% of the trains are in between 18.00 hrs to 06.00 hrs and the rest are in the shift of 06.00 hrs to 18.00 hrs.

1.3 TPGY Yard was one of the major yards in the old S.I. Railway System and a lot of transshipment activities were prevalent till 2000 because of the coexistence of MG and BG traffic.

- 1.4 But now this yard has become a complete BG yard without any transshipment activities. It is about 2 km away from Tiruchchirappalli Junction and is having connections with Madurai side, Erode side and GOC side lines.
- 1.5 This study is conducted to find out the optimum strength of operating staff for TPJ, TP & TPGY Yard and an attempt has been made in the subsequent chapters duly considering the changes and pattern in the freight and coaching traffic, impact of Unigauge system.



CHAPTER – II**2.0. PRESENT SCENARIO**

2.1 The Operating department of TPJ division is headed by Sr. DOM who in turn is assisted by DOM/GI & DOM/F.

2.2 The Sanctioned strength and Actuals of TPJ, TP & TPGY is appended below and also placed as **Annexure I**.

Sta- tion	SS		SM		SHM/ I		SHM/ II		PM/A		PM/B		Minist erial		Total	
	S	A	S	A	S	A	S	A	S	A	S	A	S	A	S	A
TPJ	22	21	3	3	2	1	1	2	30	37	23	11	2	1	83	76
TP	4	4	1	1	-	-	-	-	5	1	5	2	-	-	15	8
TPGY	8	7	1	1	-	-	-	-	24	20	20	5	1	0	54	33
Total	34	32	5	5	2	1	1	2	59	58	48	18	3	1	152	117

2.3 TIRUCHCHIRAPALLI:

Tiruchchirapalli otherwise known as Trichy having its official code as TPJ is a class `B` station. TPJ is equipped with Standard IR interlocking on the Chennai Egmore-Rameswaram (Main line), single line and Chennai Egmore-Tiruchchirapalli(Chord line) Double line Electrified section of Southern Railway on `B` route. This station is situated at a distance of 404.79 Km on Main line and 340.29 Km on Chord line from Chennai Beach and 141.10 Km from Erode Junction.

The adjacent block stations are

- 1) Kumaramangalam at a distance of 13.24 Km on KKDI side.
- 2) Pungudi at a distance of 08.98 Km on DG side.
- 3) Ponmalai at distance of 02.84 Km on VRI side and TJ side.
- 4) Tiruchchirapalli Fort at a distance of 03.94 Km on ED side.

The station house is situated on the Platform of Road 1 and RRI cabin on the DG end of Island platform between Roads 5 & 6. There is a subway at the centre of the station connecting Second entry , which provides passage to Road 1 to 8 and all the platforms in between.

Road 1 and 1A is provided with Single face platform. Roads 3 to 8 are provided with High level island platforms where as Road No. 2 is non platform line and a trolley path is connected to all the platforms at GOC end. Continuous Track circuits are provided for all the running lines.

The power supply is through AT, TNEB & Generator. In addition an IPS is also provided to avoid blanking off signals. The steepest gradient towards KKDI end is 1 in 200 falling away from the station whereas on PUG end it is also 1 in 200 but falling away from the station. The steepest gradient towards GOC end is 1 in 200 falling towards the station and 1 in 262 falling away from the station on TP end.

Multiple Aspect Color Light Signaling interlocked to Standard I is provided and the Points and Signals except some are operated from an Electronically Interlocked panel provided in the RRI cabin. In addition to the Control panel, a Visual Display Unit is available in which all electrical indications of respective points and aspects of signals are available on the illuminated panel & VDU. Number of BPAC is two, one of TPJ-KRMG and another TPJ-PUG block stations.

Trains are worked under the Absolute Block System in the following sections.

TPJ-GOC (Third line); TPJ-TP; TPJ-KRMG Single line TPJ-GOC & TPJ-PUG Double line.

2.4. Present deployment of staff is as follows:

Sl. No.	Category	No. of staff
1	SMR (Non gazetted)	1
2	SS (Supervisory) 1x3	3

3	SM/Platform/BG- I 1x3	3
4	SM/Platform/BG-II 1x3	3
5	SM/RRI Cabin 2x4	8
6	Shunting Master 1x3	3
7	Pointman A & B/PF 2x3	6
8	Pointsman A & B/RRI 1x3	3
9	Pointsman/Shunting/ coupling (2x3)	6
TOTAL		36

In addition, TI/TPJ is having 4 pointsman as LR. The present Sanction and Actual of TPJ (Refer Para 2.2)

2.5 **Duty Hours:**

SMs of EI cabin is working in Intensive roster whereas in all other locations it is Continuous roster. But Points man in all locations is working in Continuous roster.

2.6 **TRICHY FORT:**

Tiruchchirapalli Fort having its official code as TP is a class `B` station located in between TPJ and MTNL stations on Erode-TPJ single line section at a distance of 137.16 Km from ED. The adjacent block stations are TPJ & MTNL at a distance of 03.94 Km and 6.71 Km respectively.

The section is single line electrified Broad gauge section of Southern railway on `D` route. All the points and signals are operated from a centralized electronically interlocked Control panel provided in the SM`s office where the Block instrument is also available. A VDU panel is also available at the SM`s room

Class `D` (CNC station) on TPJ side is Tiruchchirapalli Palakkarai (TPE). The steepest gradient is 1 in 100 rising towards TPJ and 1 in 200 falling towards the station on ED end. There are three running lines available at this station. Road 1 is the Main line and Road 2 & 3 are loop lines.

High level Passenger platform is provided for Road 1 and High level island platform between Road 2 & 3. A trolley path is connecting the platforms at ED end of the yard.

A foot over bridge is provided connecting the island and the Road 1 platform for the convenience of the travelling public. SM`s office is situated at the ED end on the Platform of Road 1.

The power supply is normally drawn from OHE through AT and also through EB as an alternative source. Track circuit is provided between TP-TPJ section.

Three Engineering gates are manned by this station out of which two are Interlocked and the remaining one is Non- Interlocked. Means of working is Electrical Block Instruments. Block proving Axle counters interlocked with Block instruments are provided to monitor the status of TP-MTNL block section.

2.7 Present deployment of staff is as follows:

Sl. No.	Category	No. of staff
1	SS/SM (1x3)	3
2	Pointsman A & B (1x3)	3
TOTAL		6

Apart from the above on RG SM and one LR SM is also working. The present Sanction and Actual of TP (Please refer Para 2.2)

2.8 **TRICHY GOODS YARD:**

The yard is connected to TPJ junction, to Erode side from the south end and to GOC in the north western side. The Goods trains from MDU side are to be drawn to GOC side through shunt move and after getting permission from GOC before being backed into TPGY Yard for mechanical attendance on sick / premium lines. The entire MG lines, turn-table, the coal unloading platforms and sheds, the transshipment sheds and many lines connected with these activities have been closed.

Presently, there are five running lines available for reception and dispatch of BG trains on Erode grid and one running line for reception and dispatch of goods trains and engine movements from and to diesel shed and TPJ on Madurai grid.

There are sorting lines for TXR sick lines, BD Siding, MRV siding Loco ETR and AC loco trip shed line BG owner lines, Goods shed lines, Dump lines and Weigh bridge line also available.

Presently, TPGY Yard is dealing only inward loads for delivery. The freight trains are mainly from ERN, IPN, PNMB, PNMC, BSPC, HSPG, MCI, ROU, MV, TJ, KMU, TVR, NMG etc., are attended both for issue of fresh BPC and through checking. Major commodities are Steel, Fertilizers, rice and paddy.

The entire set up of yard staff was under the overall control of an Area Officer previously. Now it comes under the control of DOM/General even though the staff belonging to other departments is under administrative control of other department officers. Supervisory SS is the overall incharge of the TPGY yard and the coordinator with other departments. Some new activities are tried on experimental basis like ROH of BOBYN Wagons, conversion of wagons / coaches into 8 wheeler brake vans etc.,

2.9. In addition to the reception, dispatch and shunting activities of the inward goods, they have to deal with the following trains also.

- i) Freight trains arriving for premium rake attendance.
- ii) Formation of freight trains from the half / partial rake trains from other stations in TPJ Division & MDU Division.
- iii) Detaching of sick wagons to sick lines for attendance.
- iv) Formation of POH completed vehicles from GOC received in small lots of wagons.
- v) Reception, segregation and dispatch of departmental oil tanks to various points in TPJ division.
- vi) Movements related to ART, MRV Spl. etc.,
- vii) Receipt of train orders and other messages and conveying them to SSE/C&W, Goods shed and other officials.
- viii) Co-ordination with other departmental staff and divisional control office.

2.10. The present deployment of staff is as follows:

Sl. No.	Category	No. of staff
1.	SS/SM (1x3)	3
2.	SHM	1
3	Pointsman A & B/North Bunk (1x3)	3
4	Pointsman A & B/South Bunk (1x3)	3
5	Pointsman A & B/LC gate (1x3)	3
6	Pointsman A & B/SMs Room (1x3)	3
7	Pointsman A & B/ Shunting batch (3x3)	9
Total		25

Two SMs are working in 3 shifts per day in continuous roster with P&C timings. One is working as indoor SM and other as Yard SM.

In addition to the above, two Re-engaged staff in the capacity of Points man is also working in TPGY.

2.11. The important registers maintained in the SMS office are the following:-

- a. Train Signaling Register.
- b. Station Diary.
- c. PN exchange Register with 4 LC gates & GOC Station.
- d. Yard / position Register.
- e. Caution order message books.
- f. Caution order Registers.
- g. Caution order books for 2 directions.
- h. Sick and fit Register.
- i. Late Train Register.
- j. Weighment Register.
- k. Train Notice Register.
- l. Station working Rules.
- m. PN Book.
- n. T/511 forms book.
- o. T/5/2 forms book.

- p. T/806
- q. Shunting voucher.
- r. Breath Analyzer Test
- s. Sign on, sign off register for LP/ALP & GD
- t. Line/Power Block registers.
- u. MRV/BD movement register
- v. TXR check advise register

2.12. The following safety equipments are also under the control of duty SMs.

Sl. No.	Description
1	FA Box
2	Fire extinguishers
3	Fire buckets
4	Wooden wedges
5	Clamps
6	Cotter & bolts
7	Walkie talkie
8	Detonators
9	LED Lamp
10	Tri-colour Torches
11	Hand Signal Flags

2.13. In addition to the above Hand signal lamps provided to yard staff. Phone connections are available with

- (a) SM/GOC.
- (b) Diesel shed.
- (c) North Bunk.
- (d) Common phone with South Bunks /RRI cabin/Fort station/4 LC gates.

3.0 CRITICAL ANALYSIS:

3.1 The operating department is the backbone of train operations. In fact, all other departments like Mechanical, Engineering, Electrical, S&T etc works in co-ordination with operating department in achieving the goal. Now-a-days, the quantum of workload of operating department at stations has been changed to a great extent following the introduction of modern equipments like RRI, MACLS, Electrically operated point motors, Automatic signaling, thereby hard manual operation of points and signals through levers are avoided and Wireless communication between Station masters and Loco pilots/Guards easing the stationmaster to exchange the messages over wireless rather by his personal approach. This results in the study of the present workload vs Man power requirement.

3.2 The on duty SM/ASM is the in-charge for the safe and efficient train operation as per the Station Working Rules (SWR) of the respective stations and the other Operating Group "D" staff are utilized for platform / station duties and for manning of LC Gates. Though the Group "D" staff is in different categories such as Points man, Cabin man, Gatekeeper, Safaiwala, Station Porter, Shunting staff, Sweeper-cum-Porter etc., they all are utilized for station and LC gate duties as mentioned in the Station Working Rules (SWR) of respective stations.

3.3 Duties of Station Manager:

- Effective Supervision of all operating staff.
- Regular Inspection of Records, Authorities and Registers maintained at various locations under his jurisdiction.
- Ensure that the staff are trained as required, that they are not overdue for Refresher course, Safety camp and PME and that their declarations, Block competency certificate, medical fitness certificate, Panel competency certificate are current, before they are drafted for studies.

- Counseling the sub-ordinate staff in safe and efficient working.
- Arranging staff and ensuring availability of required equipment, books and forms etc. at the station.
- Maintaining effective co-ordination with staff of other department.
- Carrying out the duties of SMs on duty during his absence.
- Ensuring that all information to public is displayed in station

3.4 **Station Master:**

- Arranging safe and punctual reception and dispatch of trains.
- Maintaining caution order Registers, Preparation and issue of caution orders for all Up & Down trains.
- Maintaining Co-ordination with the office of the Rolling stock for punctual and efficient train operations.
- Arranging proper display of the train indication boards.
- Rostering of Guards working in suburban, co-ordination with all departments and public for smooth working.
- Ensuring proper announcements through PA system and that all arrangements are done in time so as to dispatch the suburban trains to time.
- Ensuring that the essential equipments are kept in good working condition
- Issuing of tickets in the absence of Commercial clerk.

3.5 **Shunting Master:**

- Formation and placement of train rakes as and when necessary.
- Removal of train rakes and placement in various sidings as required.
- Performing shunting operations as per the instructions of the platform SM on duty and in consultation with the CSM in-charge.
- Securing vehicles when detained on running lines/sidings so that they will not gain momentum and getting out of control.
- Ensuring proper display of correct hand signals during shunting operations.

3.6 **Pointsman/SCP:**

- Handing over the caution order, authority etc to the loco pilots & guards whenever required.
- Assisting the person-in-charge of shunting during shunting operations.
- Carrying out any other duties issued by the concerned stationmaster & cabin station master and the shunting master in connection with train operations.
- Maintaining cabin panel and other essential equipments well cleaned and dry.
- Cleaning of points with graphite powder.
- Exchanging All Right signals with GLPs.

3.7 **Gatekeeper:**

- Prompt closing and opening of Level crossings.
- Protecting the lines in the event of any obstruction at the Level crossings.
- Keeping all the essential equipments at the LC in good working condition.
- Keeping the Flange ways clean.
- Attending all the trains from the gate lodge side and reporting to SM in case of anything unusual and unsafe condition noticed in the passing train in addition to taking other steps to prevent any accident.
- Reporting to SM on duty for early rectification in case of any failure of level crossing, interlocking, telecommunication and warning system.

3.8 **Other regular works carried out by station masters:**

- Public address system by way of announcements and verbal in regard to arrival/departure of trains.
- Switch `ON` of Destination boards.
- Maintenance of Muster roll including commercial staff.
- Issuing of Passes/PTO for staff including commercial staff
- Preparatory work in regard to Run over cases.
- Supervision of vehicle Parking stand, VLRs and Advertisement Boards.

3.9 **Commonly maintained registers:**

- Power Block Register
- Line Block Register
- Caution Order Register
- Train signal register
- S&T NM Register
- Movement Register for Points man booked for shunting operations in Sidings.
- Signal failure message register.
- Inspection register/officers & TI
- Standing order Book (SOB)
- Accident register
- Station Working Rules (SWR)
- Patrol Beat Book
- Attendance register
- Leave/CR register
- Night Duty Allowance register
- Point cleaning register
- Safety meeting register
- Late train report (LTM)
- Signal Post Telephone register (SPT)
- Weather warning register
- Pass/PTO declaration/Issue register
- Guard`s order Book
- Private number exchange register (PN)
- Safety circulars register

3.10 TI/TPJ is the overall supervisory control of operating staff of this section who have a centralized leave reserve (LR) staff strength of 4 Group`D` staff.

3.11. The total number of trains received and dispatched is about 10 to 12 rakes per day on an average at TPGY whereas it is approximately 152 trains at TPJ of which nearly 35 trains are of originating in nature.

3.12 **REQUIREMENT OF MANPOWER AT EACH STATION:**

Basically, the assessment for requirement of Manpower is arrived on the Basis of SWR & HOER. Staff position furnished by Personnel Branch and the Actual taken from the Muster Roll doesn't tally. So, the study has taken the Personnel Branch figures in respect to Sanctioned posts and Actuals from respective stations. On observation, the changes in Actual may be due to transfer, retirement and relief arrangements under the control of TI. The requirement of manpower is arrived not only on the lines of SWR but also on need base.

3.13 **TIRUCHCHIRAPALLI:**

Train working staff in each shift as per SWR:

Station Manager (Gazetted)	- 1
Station Superintendent (Supervisory)	- 1
Station Masters (Platform)	- 2
Station Masters (Cabin)	- 2
Shunting Master	- 1
Pointsman (Shunting)	- 4 (as per roster)
Pointsman (Coupling)	- 2
Pointsman (Platform)	- 2
Pointsman (Cabin)	- 1

Roster – Continuous except for Cabin SMs which is Intensive

Requirement of staff at this station:

Sl. No.	Category	Sanction	Actual	Minimum requirement of staff per shift	Minimum requirement of staff per day
1	SS/SM	25	24	5	17 + 1(IC)
2	SHM/Pointsman	56	51	10	30

3.14 TIRUCHCHIRAPALLI FORT:

Train working staff in each shift as per SWR:

Station Master - 1
 Pointsman - 1
 Roster – Continuous

Requirement of staff at this station:

Sl. No.	Category	Sanction	Actual	Minimum requirement of staff per shift	Minimum requirement of staff per day
1	SS/SM	5	5	1	3
2	Pointsman	10	3	1	3

3.15 TRICHY GOODS YARD:

Train working staff in each shift as per SWR:

Station Superintendent (Supervisory) -1
 Station Master - 2
 Shunting Master - 1
 Pointsman - 3
 Bunk pointsman - 2
 Gate man -1
 SCP -2
 Roster – Continuous

3.16 Requirement of staff at this station:

Sl. No.	Category	Sanction	Actual	Minimum requirement of staff per shift	Minimum requirement of staff per day
1	SS/SM	9	8	2	6
2	SHM/Pointsman	44	25	9	27

3.17 Summary of Sanction Vs Minimum Requirement of SM/ASMs

Station	Sanction	Actual	Minimum requirement/day
TPJ	25	24	17
TP	5	5	3
TPGY	9	8	6
TOTAL	39	37	26

Minimum Requirement of SMs for TPJ/TP/TPGY	-	26
RG @ 16.66% (for 26 staff)	-	5
Total	-	31
LR @ 20 % (for 31 staff)	-	6
Total	-	37
Station In charge (SMR/Supervisory SS) and TPGY)	-	2 (1 each for TPJ
Total requirements	-	39

3.18 Summary of Sanction Vs Requirements of SHM/P.MAN :-

Stations	SHM/P.MAN		Minimum Requirement of SHM/Points man	RG &LR (16.66% & 20%)	TOTAL	SURPLUS
	San.	Act.				
TPJ	56	51	36	15	51	5
TP	10	3	3	1	4	6
TPGY	44	28	27	10	37	7
TOTAL	110	82	66	26	92	18

Total requirement as per SWR - 92

Note: On discussion with DOM/GI/TPJ on 06.08.2019, the following points are raised.

- 27 posts identified as surplus is on the higher side.
- The existing staff strength in the category of Pointsman at TPJ is not sufficient as shunting activities are more as compared to other stations. The number of originating trains is nearly 35. In addition, approximately 5 to 6 rakes is being sent to BG Complex.

On the basis of discussion, the work study team has considered and allowed 6 more staff i.e., 2 in each shift on Need base. By adding RG & LR the total will comes 8 and the overall requirement for TPJ will be 51 staff instead of the initial findings of 42 staff at TPJ.

Requirement of SHM/Pointsman at TPJ as per SWR - 30 staff

On need base -06

RG/LR - 15

TOTAL REQUIREMENT 51 staff

Accordingly the overall Sanction vs Requirement will be as follows:

3.19 Overall Sanction Vs Requirement (Category wise)

Sl. No.	Category	Sanc	Act.	Minimum Req.	Req. of RG+LR	Total	Surplus
1	SMR/SS Station Master	39	37	2	11	39	0
				26			
2	SHM/P.MAN	110	82	66	26	92	18

Recommendation:

18 vacant posts in the category of Pointsman `B` with GP Rs.1800/- out of 31 Net vacant posts in SHM/P.Man A & B is found excess to the requirement, the same may be surrendered and credited to the Vacancy Bank.

(Total - 18 Posts)

CHAPTER – IV**4.0 PLANNING BRANCH'S REMARKS ON CO-ORDINATING OFFICER'S VIEWS**

The draft work study report identifying 18 posts is sent to DOM/Genl through e-mail on 07.08.2019 seeking Co-ordinating Officer's remarks.

In this regard a reminder letter was also sent on 27.08.2019 to offer his remarks on or before 04.09.2019. Despite several reminders over phone, the remarks is not yet received.

Hence, the final work study report is released without the remarks of the Co-ordinating Officer.

CHAPTER – V**5.0. FINANCIAL SAVINGS**

If the recommendation made in the study report is implemented, the annual financial savings will be as follows.

Sl. No.	Category	Grade Pay	No. of posts	Money value (Rs.)	Annual Savings (Rs.)
1	Pointsman `B`	1800	18	41944	9059904
TOTAL			18		90,59,904