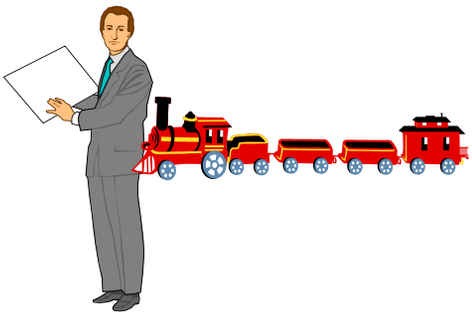

No. G.275/WSSR- 531920/2019-20

WORK STUDY TO REVIEW THE TNC STAFF STRENGTH IN THIRUCHCHIRAPPALLI DIVISION

SOUTHERN RAILWAY - PLANNING BRANCH

G.275/WSSR- 531920/2019-20

WORK STUDY TO REVIEW THE TNC STAFF STRENGTH IN TPJ DIVISION

STUDIED BY

WORK STUDY TEAM

PLANNING BRANCH

OCTOBER 2019

INDEX

(i)

ACKNOWLEDGEMENT

The study team gratefully acknowledges the valuable guidance and co-operation rendered by Sr.DOM/TPJ,DOM/F/TPJ, TIs, Supervisors and TNCs at TPJ for completing the study in time.

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AUTHORITY

Annual Programme of work studies approved by SDGM for the year 2019-20.

(ii)

TERMS OF REFERENCE

Work study to review the staff strength of TNCs in TPJ Division.

(iii)

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 TNCs activities.

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4) Analysis of present work load and staff requirement on need base.

(v)

SUMMARY OF RECOMMENDATIONS: (REVISED)

S.NO	STATION	SAN	ACT	VAC	EXC	REQ	SURPLUS
1	Control office	14	16	0	2	18	-4
2	TPJ	12	11	1	0	10	2
3	TPGY	12	7	5	0	9	3
4	GOC	2	2	0	0	1	1
5	VM	5	7	0	2	6	-1
6	MV	3	3	0	0	3	0
7	VRI	4	0	4	0	0	4
8	TJ	2	0	2	0	0	2
9	ICG	1	0	1	0	0	1
10	TVR	2	0	2	0	0	2
11	NCR	0	4	0	0	6	-2
TOTAL		**57**	**50**	**15**	**4**	**53**	**8**

CHAPTER – I

1.0 INTRODUCTION

1.1 The category of Train Clerk was a cardinal category in marshalling yards and junctions / trains starting stations, due to the multiplicity of shunting operations especially in freight operations on account of wagon loads, 'C' smalls traffic, transshipment etc. This category had a very important role in railway operations. Even in coaching operations, due to the number of slip coaches, a lot of particulars had to be gathered by the TNCs by physical verification. The number of TXR depots, various types of coupling, frequent changes of crew and engines, etc was some other factors regarding TNCs services.

1.2 After the introduction of rake loads, air brake system, uniform coupling, Diesel and Electrical tractions, through BPC for longer distance etc, the activities in marshalling yards and trains starting stations/junctions have come down drastically. Many posts exclusively meant for yards have either been abolished or merged with other cadres.

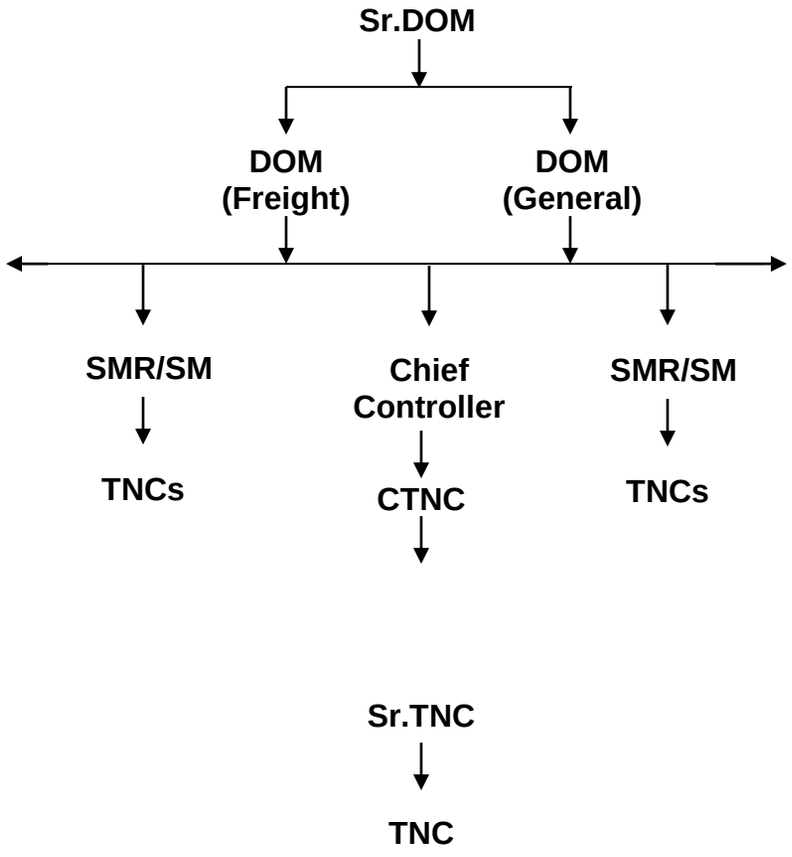
1.3 The work load on the TNCs have also comedown due to above factors. Already it has been withdrawn from many stations in most of the divisions. The introduction of computer and FOIS/COIS have also helped to reduce their clerical work. The communication facility, stock reporting system etc have also simplified their work. As per the Railway board order TNC is diminishing category. So it is amply clear that this category will vanish gradually and may me merged with some other category like SMs, Guards etc in future. There is no reasonable relation between their strength and quantum of traffic or earnings at many places. So the over all issue of work study is to be based on this practical reality.

1.4 No yard stick or bench mark is specifically available for strength of TNCs. So the study has come to the conclusion based on requirements.

CHAPTER – II

2.0 PRESENT SCENARIO

2.1 ORGANISATION SETUP OF TNCs



2.2 The TNCs working in various stations of TPJ Division are as follows:

(As per divisional scale check as on 1.6.2019)

DEPOT	TNC			Sr TNC			CTNC			TOTAL		
	SAN	ACT	VAC	SAN	ACT	VAC	SAN	ACT	VAC	SAN	ACT	VAC
CONTROL OFFICE/TPJ	1	5	-4	2	5	-3	23	12	11	26	22	4
VRI	1	0	1	0	0	0	3	0	3	4	0	4
VM	0	1	-1	0	0	0	5	6	-1	5	7	-2
NCR	0	1	-1	0	0	0	0	1	-1	0	2	-2
GOC	0	0	0	0	0	0	2	2	0	2	2	0
ICG	0	0	0	1	0	1	0	0	0	1	0	1
TJ	0	0	0	1	0	1	1	0	1	2	0	2
TPGY	1	1	0	1	0	1	10	6	4	12	7	5
TVR	0	0	0	0	0	0	2	0	2	2	0	2
MV	0	0	0	1	0	1	2	2	0	3	2	1
TOTAL	3	8	-5	6	5	1	48	29	19	57	42	15

Sanction, Actual, Vacancy Excess particulars of TNCs over TPJ Division & Locations of TNCs working and actual staff deployment given by the TI/MPP/TPJ (coordinating supervisor) as on 30.07.2019

(If the transfer order issued by the Sr DOM is implemented)

SUMMARY												
STATION	**CTNC**			**SR.TNC**			**TNC**			**TOTAL**		
	SAN	ACT	VAC	SAN	ACT	VAC	SAN	ACT	VAC	SAN	ACT	VAC
CVO/O/MAS	0	1	+1	0	0	0	0	0	0	0	1	+1
CONTROL OFFICE	13	3	10	1	3	+2	0	10	+10	14	16	+2
TPJ	10	7	3	1	2	+1	1	2	+1	12	11	1
TPGY	10	9	1	1	0	1	1	2	+1	12	11	1
GOC	2	2	0	0	0	0	0	0	0	2	2	0
VM	5	5	0	0	0	0	0	0	0	5	5	0
MV	2	3	0	1	0	1	0	0	0	3	3	0
NCR	0	0	0	0	0	0	0	4	+4	0	4	+4
KKPM	0	0	0	0	0	0	0	0	0	0	0	0
VRI	3	0	3	0	0	0	1	0	1	4	0	4
TJ	1	0	1	1	0	1	0	0	0	2	0	2
ICG	0	0	0	1	0	1	0	0	0	1	0	1
TVR	2	0	2	0	0	0	0	0	0	2	0	2
TOTAL	48	**30**	**20**	**6**	**5**	**1**	**3**	**18**	**+4**	**57**	**53**	**4**

The TPJ DIVISION CONSISTS OF THE FOLLOWING SECTIONS:

1. VM-TPJ (BG) CHORD LINE SECTION
2. VM-MV (BG) MAIN LINE SECTION
3. TPJ-TJ-MV (BG) SECTION
4. VM-PDY (BG) SECTION
5. VRI-CUPJ (BG) SECTION
6. TJ-KIK (BG) SECTION
7. MV-TVR (BG) SECTION
8. NGT-VLNK (BG) SECTION

9. NMJ-MQ (BG) SECTION
10. TPJ-TP (BG) SECTION
11. VM- KPD SECTION
12. TVR-KKDI (BG) & TTP-AGX SECTION

General Description of works carried out by TNCs:

a) Messages received and given
b) Receiving and dispatching train Notice
c) LTM – messages
d) FOIS, COIS
e) Preparation of Yard Report
f) Checking /Preparation of Vehicle Guidance
g) Compiling of monthly statement of DSL / AC power utilization for Goods Trains
h) Conveying / Preparing USF details
i) Checking mails
j) Feeding data in ICMS
k) Attending Phone calls

TNCs working in FOIS, COIS, LTM in the following stations:

TPJ, TPGY, VM & Control Office / TPJ

2.3 FOIS:

Freight trains bring two thirds of the Indian Railway revenues and are referred to as the bread winners for the Railways. The major commodities carried by Indian Railways are Coal, Iron Ore, Food grains, Iron & Steel, Cement, Petroleum products, Fertilizer and Containerized Traffic. There are specialized wagons to handle the Transportation needs of the different types of commodities. Unlike passenger carrying trains, Freight trains do not run to a fixed schedule thus making Freight Operations a highly Information Intensive activity.

Based on this information managers make **Allocation Decisions** continually to dynamically **Optimize Utilization** of resources like wagons, locomotives, crew and paths on the network. Real time information allows good decision making and thus ensures high levels of mobility within the system. This realization has led to the development of **Freight Operations Information System (FOIS).**

FEATURES:

FOIS - A Strategic Advantage to both IR and its customers. The implementation of the system is envisaged to eventually achieve the following: -

Extension of the current business practice of bulk movement in train load formation to piecemeal traffic to increase the market share by clubbing and moving together similar type of stock of "Hub & Spoke" arrangement.

Global tracking of consignments in real time whether in rakes or in individual wagons. The insight and pipeline of consignments would be seamlessly available for timely planning and just in time inventory management.

Facilitate acceptance of customer's orders, billing and cash accountal from identified nodal customer centres which, may not necessarily be the handling terminals. These facilities could even get extended to customer's premises and along with introduction of e- commerce benefits both by reducing the burden of logistics management.

FOIS comprises two major sub systems:

Rake Management System (RMS) for handling the operational aspects of IR.

Terminal Management System (TMS) for handling the commercial aspects of IR.

The other important subsystems for better Decision Making:

MIS Reporting, Rake Allotment/Allocation System (**RAS**), Terminal Pipeline Management System (**TPMS**)

FOIS provides improvement in existing business practices and consequently reduction in the operating costs while enhancing the quality of service. A fully fledged Domestic Terminal Management System (**DTMS**) for CONCOR is already in place.

- Thus FOIS provides:-Convenience and Transparency to Customers Optimum Utilization of Resources
- Handling of Commercial and Operational aspects of Rail and Freight Movement
- Better Decision making tools
- Help for better logistics management.

SERVICES:

Reporting/Monitoring enabled for:

- **P**osition of Freight Trains in Computerized Territory, ETA/ETD at a station, Commodity wise flow for customers like Power Houses, Refineries, Fertilizers, Cement Plants, Steel Depots and public freight terminals -Attachment/Detachment of Rolling Stock -Wagons in yard, Locos in Shed, Detention -Loading/Unloading from different regions/locations.

- **F**reight Earnings, RRs, and Invoices, Demurrage charges, Wharfage charges and other Local Charges.

- **B**alance Sheet, Apportionment, E-payments, and Empty Haulage etc.

Managerial Reports generated on:

-**P**eriodic Loading/Unloading, Detentions, Rolling Stock Availability, NTKM/GTKM, WTR, Outage etc.
-**C**omparative/Trend analysis on different parameters.
-**I**nterchanges, Forecasting
-**H**olding, EKM, HOR, Insight etc.

Decision making tools:

-**R**ake Allocation/Allotment
-**T**erminal Congestion Determination etc.

TECHNOLOGY:

FOIS has been implemented with state-of-the-art technologies, be it Software Technologies, Hardware Technologies, Communication Networks or Management of the entire System.

FOIS is integrated with other operations modules of CRIS using Enterprise Application Integration software and with banks and customer legacy system through SOA using web services. Oracle grid including Oracle Web logic, Oracle Tuxedo and Oracle DB are used for the same.

COIS – COACHING OPERATIONS INFORMATION SYSTEM:

The COIS (**Coaching Operations Information System**) module of this application provides detailed, real-time information for planning, executing and monitoring the operations of passenger services. Since the system is aware of the plans, it requires minimal data input. Even this input is easy because the users can literally drag and drop coaches in a virtual representation of their yards.

Another module, called the CMM or **Coach Maintenance Management** module, has been developed to facilitate and record maintenance of coaches and the management of spare parts inventory. It is fully integrated with the operations modules for generating alerts, interchange of information, request for placement of rolling stock for repairs, delivery and acknowledgement of certification of coaches for service, etc.

The **Punctuality Analysis & Monitoring** (PAM) module of ICMS automatically picks up the delays from the Control Office Application

(COA) and produces real-time insight into the state of the operations. The system provides consistent and accurate reports for all level of management, from the operative to the strategic. Since ICMS already has most of the related information, it is the natural place to also monitor and analyse the punctual running of trains.

TECHNOLOGY:

ICMS – INTEGRATED COACHING MANAGEMENT SYSTEM

The operations (COIS) and punctuality (PAM) modules have been developed in-house on the Java EE 6 platform and hosted on IBM Web sphere Application Server. The maintenance module leverages the capabilities of IBM Maximo Asset Management software.

Duties of FOIS TNC's:

1. All important FOIS messages hand over on duty Dy. Trains, DOM/F/TPJ and Sr.DOM/TPJ.

2. Availability of Goods and Passenger Guards feed in web report before 08.30 AM daily.

3. a. Empties target H/O at interchange point.
   b. Expected release at terminate on the date.
   c. Two point and mini rake details loading yesterday.

4. At inter change point from all divisions' trains T/O timings and H/O timings are fed.

5. Inward trains time of arrival at terminals and getting actual time of placement from stations, and the same are fed in FOIS.

6. When the trains is ready for dispatch after release and loading completed.

7. If any trains linked with COA not moving as per Controller's Chart handed over and terminal arrivals. Such a train message to be sent to OCC / NDLS after getting delink and interchange delinks the same dispatched.

8. If trains actually loco changes and wagon attachment and detachment of enroute stations. The same done in FOIS.

9. Trains handed over confirmed forecasted before 16.00 hrs. to feed.

10. At 00.00 Hrs. available on hand AC/Dsl Locos in FOIS and actual tally with Dy. trains.

11. At 00.00 Hrs rakes inward / under release, Empties, Outward tally with Dy. Trains.

12. At 00.00 Hrs. as per Dy. Trains instructions today's loading and loading forecast are fed.

13. Printout at 00.00 Hrs. Loads over various Division.

14. To print CMS report of details of both DSL and AC LPs and ALPs.

15. To print loco detentions of AC and DLS

16. To print speed of Goods trains and detention of UP and DOWN.

17. To print Web report, conference set, details of Rakes at 00.00 hrs.

18. To print on hand available of AC and Dsl locos at 00.00 hrs.

All the reports send to Sr.DOM/TPJ, DOM/F/TPJ, CHC/TPJ along with night position.

COACHING TNC WORK DESCRIPTION:

All coach numbers of originating (incoming and outgoing) trains are taken.

- VG is prepared for all originating trains.
- Particulars are given for each shift to shunting staff for attaching and detaching and forming and for placement.
- All messages are taken and follow up action is taken.
- Loco nomination is and conveyed to the concerned.
- Attaching and detaching is ensured physically.
- Coach numbers are furnished to commercial staff.
- Daily morning position is given to chief controller, TI/CHG/TPJ and TI/CHG/HQRS.
- Receiving sick memos from Mechanical & Electrical Dept and conveying to control office and follow up action.
- Assisting in preparing checking memo to Dy.SS

REGISTERS MAINTAINED BY COACHING TNC:

i) POH/IOH Register
ii) Message Register
iii) COIS Message Register
iv) VG Register
v) Extra movement register
vi) Daily position registers
vii) Condemnation

COIS WORKING

1	Train Reporting	Arrival	Exp/Pass/MG
2	Rake	Departure	Exp/Pass/MG/
		Generate VG	Include GDR name
		Check VG status	Arr/Dep. Trains
		Attach actual loco	.
3	Coach	Station wise stock report	07.30 hrs./11.30 hrs/15.00 hrs/17.30 hrs.
		Check Pass/Exp. Train Rakes	ICMS/Actual
		Sick marked.	Placement/RLD (Actual time)
		Check effective / ineffective stock	ICMS/Actual
4	VPH	Loading	Placement / RLD / Actual time
5	Pilot Train movement	IRCTC, Chg. Spl, EY Rake, PAS, SPl etc.	COIS/COA (with actual coach)
6	POH Due position		
7	Light Engine	CHG. Engine Movement to COA	
8	Time Table	SPL/NEW/IRCTC Time Table Feeding	
9	Shop Coaches Attachment	Shop Marked / Release	
10	Enroute	Coach Attach/Detach	Slip Coach's Also
		Sick Marked	
11	RA	Attaching / Detaching	Without Fail
	PAM Working		
1	LTM	Typing	
2	USP	Typing / Register	
3	Asset Failure		

4	Exception Train	Cancelled, Short Terminated Diversion, RE-SCH and Change of Origin.	
5	Guard LTM	From Guards	
6	COIS Mail		
7	Caution Order		
8	Running sheet	Exp. Up & Dn.	Pass Up & Dn.

LTM: Late train movement particulars are entered in system with train order time, TXR checking particulars, train arrival, loco number, attaching, GDR particulars ready and departure timings.

General workload of TNC staff

- Recording and conveying the messages from Control Office.
- Noting the coach/wagon numbers of receiving trains.
- Preparing VG for outgoing trains.
- Maintaining record entries for sick/fit vehicles for sick line /fit line.
- Yard memo for TXR attendance.
- 6 hours, 16 hours and 0.0 hours stock report preparation and reporting to Control Office.
- Daily Guard roster preparation at guard Depot stations only.
- Vehicle registers maintenance.
- Preparation of weekly/bi-weekly and monthly reports.
- Maintenance of time to time yard inventories.
- Maintenance of LTM register, compiling the same, diesel loco detention.
- Detention of wagon – arrival to placement, placement to release to dispatch and arrival to dispatch of Jumbo rakes, compiling and sending of consolidate report.
- Maintaining of running wagon balance register.
- Wherever FOIS working is in place – manual details are to be fed in to the computer system.

General Registers maintained at stations by TNCs:

- Vehicle guidance registers for coaching vehicles and wagons.
- Placement register,

- Loco, wagon, coach attention register.
- GDR calling book, Guard roster.
- Phone message, delivery register.
- Shunting voucher.
- Through train goods register.
- Ballast train register.
- Stock report register.
- Weather warning register.
- TXR register.
- Reweighment registers.
- FOIS data register.

List of registers maintained in various locations in TPJ division:

List of Registers	Control Office	TPJ	TPGY	VM	MV	NCR	GOC
Hand book	Details appended below		-	A			-
Goods TL			-	A			-
Goods Train Notice			-	A			-
Ballast register			-	A			-
Yard Report register			-	A			-
Attaching / detaching register			-	-			-
Pre Departure Detention register			-	A			-
MCDO			-	A			-
Stock Report			A	-			A
Balance Register			A	-			-
TUs Register			A	-			-
KUKD – MD Register			A	-			-
KUKD - Load Register			A	-			-
TUs Placement Register			A	-			-
LTM Register			A	-	A		-
Sick & Fit Register			A	A			-
I / C & O/ G VG Register			A	-	A		A
TXR Placement Register			A	-			-
Shop Incoming Register (RMC)			-	-			A
BHEL			-	-			A

Coaching Register			-	-			A
New BOXN Register			-	-			A
BLL (Container) Register			-	-			A
Wagon demand Register					A		
Loco Detention Register					A		
Loading & un loading Register					A		

Registers maintained at Control office at TPJ:

Operating Register	Trains run Register	Coal Position Register
Load Restriction Register	PUC WTR Register	Train Notice
ICMS	FOIS	LTM
Guard LTM Register	Special Train Register	Loco Programme File
GDR Position Register	Forecast Register	
Section wise report	USF details File	CFTM Position File
Caution Order Register	Pre Detention departure File	Punctuality File
Loading Forecast Register	Control Running Sheet File	Line Block Register
GOC position File	Goods train en-route detention File	Message Register

Details of loading for the past three years :(including RMC)

Stations	2016-17			2017-18			2018-19		
	WAG	RAKE	AVG WAG	WAG	RAKE	AVG WAG	WAG	RAKE	AVG WAG
KIKP(NCR)	89228	1561.5	244.5	88372	1551	242.1	94649	1655	259.4
TJ	1644	33	4.5	639	1.5	1.8	4837	81	13.2
MV	972	19.5	2.7	113	2.5	0.3	1721	39	4.7
TVR	1586	36.5	4.3	488	10.5	1.3	3445	67	9.5
TPGY	84	2	0.2	280	3.5	0.7	131	1	0.4
VRI	84	2	0.2	--	--	--	463	--	1.3
ICG	168	4	0.5	--	--	--	--	--	--
GOC	31	--	0.1	233	--	0.6	31	--	0.1

Details of loading and unloading particulars from Jan 2019 to June 2019:

Stations	Unloading					
	Wagons	Av per month	Av per day	Wagons	Av per month	Av per day
TPGY	--	--	--	5131	855	28.5
KKIP(NCR)	30876	5146	171.5	--	--	--
MV	701	117	4	581	97	3
GOC	--	--	--	16	2.66	0.08

VRI	187	31	1	665	111	4
TJ	1537	256	8.5	1642	274	9
TVR	885	147.5	5	502	84	3
ICG	--	--	--	208	35	1
VM	--	--	--	15	2.5	0.08

2.5 **Control Office (CHC)**

At present the following staffs are working in Control Office against the sanctioned strength of thirteen in continuous roster.

Sl. No.	Designation	Sanction	Actual	Vacant	Excess
1.	CTNC	13	3	10	0
2.	Sr.TNC	1	3	0	2
3.	TNC	0	10	0	10
TOTAL		**14**	**16**	**10**	**12**

2.5.1 **Workload and allocation of duty**

TNCs working in Control Office

Four TNC's in three shifts round the clock (for FOIS, COIS, LTM &YR). One CTNC – In charge has to look after TNCs roster, Maintaining MPP of TNCs overall Division (i.e., in case of causalities at Stations/Yards, TNCs at control office may be relieved and managed). Maintains of various registers such as Operating Register, Jumbo Rakes Position Register, Interchange of Goods Trains, BOXN Rake Position Register, Premium check (Rake Examination) Register, Imported Fertilizer Loading Register, preparation of periodical census of MG and BG, BV count, oil tank, other special type etc., 10 days statement of FCI release, imported fertilizer are given to jumbo cell/Chennai Central Control. Since separate staff is there to look after the FOIS, COIS, LTM & YR duties shift wise and they will do accordingly their duties as briefed earlier.

2.6 **TPJ:**

At present eleven staff are working in TPJ station against the sanctioned strength of twelve as detailed below:

Sl. No.	Designation	Sanction	Actual	Vacant	Excess
1.	CTNC	10	7	3	0

2.	Sr TNC	1	2	0	1
3	TNC	1	2	0	1
TOTAL		**12**	**11**	**3**	**2**

TNCs are working round the clock in three shifts in platform as well as in complex.

- Attending all Up/Down trains and make entries of Train No., Engine No., name of Loco Pilot, name of Guard arrival and departure load on train, coach numbers, etc., in the vehicle register.
- Preparation of vehicle guidance. Roughly, 35 trains are originating from TPJ station including DEMUs.
- Receiving of Train notice.
- Preparation of 09.00 hours yard position, coach pit line, sick line, 00.00 hrs stock report.
- Crew particulars to Controller, making entries in COIS.
- Taking Yard inventories
- Maintenance of registers and preparation of periodical statement, etc.

2.7 **TPGY:**

At present eleven staff are working in TPGY against the sanctioned strength of twelve.

Sl. No.	Designation	Sanction	Actual	Vacant	Excess
1.	CTNC	10	6	4	0
2.	Sr.TNC	1	0	1	0
3.	TNC	1	1	0	0
TOTAL		**12**	**7**	**5**	**0**

2.8 **Workload and Allocation of Duty**

Their routine duties are:

- Goods Trains attendance for taking the particulars viz., Type of wagon, No. owning Railway, No. of wagons, Pay load, type of commodities, arrival time/date, loco number, owning depot, type of

loco, Oil particulars, Crew particulars, BPC particulars, etc., making entry in vehicle register.

- Placement duty i.e., after examination of TXR, empties are being moved to demanded stations.
- Preparation of placement memo to GDSR for loading/unloading maintenance of sick register and premium register.
- Preparing and issuing of VG, for out going trains, intensive BPC, maintenance of diesel detention register, yard balance register, register for placement loading/unloading and dispatch register.
- Preparation of All India wagon census, month wise yard statistics.
- Onward transmission of outgoing particulars.
- Making entries in FOIS, CREW arrangement.

2.8.1**. GOC:**

At present one TNC staff are working against the sanctioned strength of two in general shift.

Sl. No.	Designation	Sanction	Actual	Vacant	Excess
1.	CTNC	2	2*	0	0
TOTAL		**2**	**2**	**0**	**0**

- **One staff working in control office.**

2.8.2. **VM:**

At present five TNCs are working at VM against the sanctioned strength of five as detailed below:

Sl. No.	Designation	Sanction	Actual	Vacant	Excess
1.	CTNC	5	6	0	1
2	SrTNC	0	0	0	0
3	TNC	0	1	0	1
TOTAL		**5**	**7**	**0**	**2**

The Routine duties are:

Attending all Up/Down trains and make entries of train No., Engine No., SLR check, name of Loco Pilot, Guard, arrival and departure time, Train load particulars, coach numbers, etc., making entries in vehicle register, conveying the message/particulars to Controller and making entries in FOIS.

2.8.3 **MV:**

At present three TNCs are working against the sanctioned strength of three.

Sl. No.	Designation	Sanction	Actual	Vacant	Excess
1.	CTNC	2	3	0	1
2.	Sr.TNC	1	0	1	0
TOTAL		**3**	**3**	**1**	**1**

2.8.4 **NCR:**

At present only 4 TNCs are working and there are no sanctioned posts.

2.8.5 No posting of TNCs is made in the following stations due to poor traffic

S.NO	**STATION**	**CTNC**			**Sr TNC**			**TNC**		
		SAN	**ACT**	**VAC**	**SAN**	**ACT**	**VAC**	**SAN**	**ACT**	**VAC**
1	VRI	3	0	3	0	0	0	1	0	1
2	TJ	1	0	1	1	0	1	0	0	0
3	ICG	0	0	0	1	0	1	0	0	0
4	TVR	2	0	2	0	0	0	0	0	0
TOTAL		**6**	**0**	**6**	**2**	**0**	**2**	**1**	**0**	**1**

CHAPTER – III

3.0 CRITICAL ANALYSIS

3.1 The duties of TNCs have changed a lot after the introduction of rake loads and elimination of wagon loads. The number of detaching and attaching arising out of shunting operations has been reduced considerably. Introduction of computer and other related system like FOIS & COIS etc., has eased the work related with preparation of VG Goods and Coaching returns and related correspondence. Even the number of wagons to be detached on account of sick is comparatively less due to the issue of through BPC, end to end BPC, and premium/dedicated attendance on earmarked lines. So also, the technological improvements in the brake system, coupling and other areas have helped to reduce the frequency of shunting related works. The 'SAVE' statement is enclosed as Annexure-I.

3.2 CONTROL OFFICE

The present sanctioned strength of TNCs in Control Office is 14 and the actual strength is sixteen.

On observation it is analyzed that one CTNC is in charge of the section for over all supervision and maintenance of various registers and preparation of periodical statements. Other TNCs are in shift duty. On an average four TNCs are deployed for each shift to look after FOIS, COIS, LTM AND YR. TNCs are not doing entire FOIS/COIS connected work. Other office staff like Controller/SMs/TIs perform duties oriented towards FOIS/COIS.

Infact the work done by TNCs in the CHC office is some sort of summarization from the data available from the Control Boards/Station/Yards. Considering the quantum of passenger/express trains and goods traffic, the need for TNCs in all three shifts, is arrived as under, based on the present level of workload and allotment of duties to TNCs.

Designation	**Sanction**	**Actual**	**Requirement**	**Surrender**
CTNC	13	3	17	0
Sr.TNC	1	3	1	0
TNC	0	10		
Total	**14**	**16**	**18**	**0**

TNCs in 3 shifts= 3x4=12

One supervisor = 1

RG@ 16.66% = 2

LR @ 20% = 3

TOTAL 18

However, the sanction strength is 14, the additional staff required to manage duties at control office may be utilized from TPJ & TPGY, having surplus.

3.3 **TPJ:**

At present eleven TNCs are working against the sanctioned strength of twelve. There is one Dy.SMR and SM/Platform available in the platforms. The present staff deployment position caters the need for all three shifts in platform and three TNCs in complex is arrived as under based on the present level of workload which is primarily on passenger traffic

In platform 1 staff in 3 shifts 1x3=. 3

In complex 1 staff in 3 shifts 1x3= 3

SUPERVISOR = 1

RG @ 16.66% = 1

LR @ 20% = 2

TOTAL 10

Designation	**Sanction**	**Actual**	**Requirement**	**Surrender**
CTNC	10	7	10	0
Sr TNC	1	2	0	1
TNC	1	2	0	1
Total	**12**	**11**	**10**	**2**

RECOMMENDATION No.1

One post of Sr TNC and one post of TNC which is excess to the requirement may be surrendered and credited to the Bank of surplus Posts.

3.4 **TPGY:**

At present seven TNCs (six CTNCs and one TNC) are working here. They look after mainly goods traffic. The average number of inward wagons per day is less than one full rake.

The FOIS system is in first floor and there is no need for separate staff for entering datas in the system since the traffic much less. If the FOIS system is provided in ground floor where the TNC is working, it will be easily manageable which will lead to avoid wastage of man power. By doing this, the duties are easily manageable by shift TNCs and one staff may be provided in general shift to assist the morning and evening duty staff for feeding datas in FOIS and looking after other general work.

One staff in each shift = 1x3=3

General Shift = 1

RG@ 16.66% = 1

LR @ 20% = 1

TOTAL 6

.

Designation	Sanction	Actual	Requirement	Surrender
CTNC	10	6	6	4
Sr.TNC	1	0	0	1
TNC	1	1	0	1
Total	**12**	**7**	**6**	**6**

RECOMMENDATION No.2

Four posts of CTNC, One post of Sr TNC and One post of TNC which is excess to the requirement and may be surrendered and credited to the Bank of Surplus posts.

3.5 **GOC:**

At present only one CTNC is working in general shift and one staff in GOC account working in control office. The volume of traffic is very meager.

The present situation may be continued by surrendering one post of CTNC and credited to the vacancy bank.

Recommendation No 3

One post of CTNC which is excess to the requirement and may be surrendered and credited to the bank of surplus posts.

3.6 **VM:**

At present six CTNCs and one TNC are on muster roll as against the sanction of 5. The services of TNCs are warranted in Goods Traffic and passenger traffic. There is COIS, FOIS & LTM operation also. For routine TNC duties, one CTNC in each shift are employed with one CTNC as RG and one CTNC as LR.

Therefore, there are no surplus posts and present sanction strength may be continued.

Designation	Sanction	Actual	Requirement	Surrender
CTNC	5	6	5	0
TNC	0	1	0	0
Total	**5**	**7**	**5**	**0**

3.7 **MV:**

At present three CTNC are on duty against the sanction of 2 and one Sr TNC post is lying vacant. The services of TNCs are warranted in Goods Traffic and passenger traffic. There is no COIS/FOIS operation. The present situation may be continued and there are no surplus posts to be surrendered.

3.8 **Recommendation No 4**

As specified in chapter-II in para no 2.7.5, the posts lying vacant in the following stations may be surrendered and credited to the vacancy bank. (Total 9 posts).

VRI - 4 posts (3 posts of CTNCs & one post of TNC)

TJ – 2 posts, (one post of CTNC & one post of Sr TNC)

ICG – 1 post of Sr TNC

TVR – 2 posts of CTNC

3.9. In **NCR**, 4 TNCs are working which are not coming in sanctioned strength. The work study team not taking into account the staff working in NCR while arriving the manpower requirement. The administration may take necessary steps to create permanent posts at NCR, since it is the bread winner of the division.

SUMMARY OF RECOMMENDATIONS:

S.NO	STATION	SAN	ACT	VAC	EXC	REQ	SURPLUS
1	Control office	14	16	0	2	18	-4
2	TPJ	12	11	1	0	10	2
3	TPGY	12	7	5	0	6	6
4	GOC	2	2	0	0	1	1
5	VM	5	7	0	2	5	0
6	MV	3	3	0	0	3	0
7	VRI	4	0	4	0	0	4
8	TJ	2	0	2	0	0	2
9	ICG	1	0	1	0	0	1
10	TVR	2	0	2	0	0	2
TOTAL		**57**	**46**	**15**	**4**	**43**	**14**

SUMMARY OF SANCTION VS REQUIREMENT:

STATION	***CTNC***				***Sr TNC***				***TNC***			
	SAN	***ACT***	***REQ***	***VAC***	***SAN***	***ACT***	***REQ***	***VAC***	***SAN***	***ACT***	***REQ***	***VAC***
CONTROL OFFICE	***13***	***3***	***17***	***-4***	***1***	***1***	***1***	***0***	***0***	***10***	***0***	***0***
TPJ	***10***	***7***	***10***	***0***	***1***	***2***	***0***	***1***	***1***	***2***	***0***	***1***
TPGY	***10***	***7***	***6***	***4***	***1***	***0***	***0***	***1***	***1***	***0***	***0***	***1***
GOC	***2***	***2***	***1***	***1***	***0***	***0***	***0***	***0***	***0***	***0***	***0***	***0***
VM	***5***	***5***	***5***	***0***	***0***	***2***	***0***	***0***	***0***	***0***	***0***	***0***
MV	***2***	***2***	***2***	***0***	***1***	***1***	***1***	***0***	***0***	***0***	***0***	***0***
VRI	***3***	***0***	***0***	***3***	***0***	***0***	***0***	***0***	***1***	***0***	***0***	***1***

ICG	***0***	***0***	***0***	***0***	***1***	***0***	***0***	***1***	***0***	***0***	***0***	***0***
TJ	***1***	***0***	***0***	***1***	***1***	***0***	***0***	***1***	***0***	***0***	***0***	***0***
TVR	***2***	***0***	***0***	***2***	***0***	***0***	***0***	***0***	***0***	***0***	***0***	***0***
NCR	***0***	***0***	***0***	***0***	***0***	***0***	***0***	***0***	***0***	***4***	***0***	***0***
TOTAL	***48***	***26***	***41***	***7***	***6***	***6***	***2***	***4***	***3***	***16***	***0***	***3***

NOTE: However, the sanction strength is 14 at control office, the additional staff required to manage duties may be utilized from TPJ & TPGY, having surplus.

DETAILED SUMMARY OF RECOMMENDATIONS:

STATION	DESIGNATION	GRADE PAY	NO OF POSTS	TOTAL	
TPJ	Sr TNC	2800	1	2	
	TNC	1900	1		
TPGY	CTNC	4200	4*	2	
	Sr TNC	2800	1		
	TNC	1900	1		
GOC	CTNC	4200	1	1	
VRI	CTNC	4200	3	4	
	TNC	1900	1		
ICG	Sr TNC	2800	1	1	
TJ	CTNC	4200	1	2	
	Sr TNC	2800	1		
TVR	CTNC	4200	2	2	
				14	

NOTE: * **However, the sanction strength is 14 at control office, the additional staff required to manage duties may be utilized from TPJ & TPGY, having surplus.**

CHAPTER – IV

4.0 PLANNING BRANCH'S REMARKS ON CO-ORDINATING OFFICER'S VIEWS:

The remarks received from DOM F/TPJ are received on 14/10/2019 and the views of the coordinating officer are reproduced below.

In reference to the letter cited by the work study team the following remarks are offered in addition to page No 31.

S. No	STATION	REQUIREMENT
1	Control office	19
2	TPJ	10
3	TPGY	10
4	GOC	1
5	VM	5 (RG+LR)
6	MV	5 (RG+LR)
7	NCR	5 (RG+LR)
TOTAL		55
Sanctioned		57

Planning Branch Remarks:

S. No 1: In control office, the sanctioned strength is 14 and the work study team provided 18 staff (4 extra staff in addition to sanctioned strength) based on work load with sufficient cushion. So, the present requirement given by the work study team is sufficient and the coordinating officer views are not agreed to.

S. No 2: Agreed to.

S .No 3: Agreed to. In TPGY, the work study team recommended to club the work load FOIS with duty staff by giving additional staff in general shift. However, while discussing with the coordinating officer he wants to retain the FOIS system manned by separate staff and the planning branch also agreed to and the staff strength is revised to 9 from the original recommendation of 6.

S. No 4: Agreed to.

S.NO 5: In VM three staff already provided for each shift with one RG & one LR and one more staff may be provided to meet the demand and increased the required staff strength to 6 instead of 5 already recommended.

S.No:6: The present staff strength recommended by the work study team is sufficient to meet the present work load and the coordinating officer view is not agreed to.

S.No7: In NCR, 4 staffs are already working to meet the work load and two more staff may be provided as RG&LR and increased the revised staff strength as 6.

SUMMARY OF RECOMMENDATIONS: (REVISED)

S.NO	STATION	SAN	ACT	VAC	EXC	REQ	SURPLUS
1	Control office	14	16	0	2	18	-4
2	TPJ	12	11	1	0	10	2
3	TPGY	12	7	5	0	9	3
4	GOC	2	2	0	0	1	1
5	VM	5	7	0	2	6	-1
6	MV	3	3	0	0	3	0
7	VRI	4	0	4	0	0	4
8	TJ	2	0	2	0	0	2
9	ICG	1	0	1	0	0	1
10	TVR	2	0	2	0	0	2
11	NCR	0	4	0	0	6	-2
TOTAL		**57**	**50**	**15**	**4**	**53**	**8**

SUMMARY OF SANCTION VS REQUIREMENT: (REVISED)

STATION	CTNC				Sr TNC				TNC			
	SAN	ACT	REQ	VAC	SAN	ACT	REQ	VAC	SAN	ACT	REQ	VAC
CONTROL OFFICE	13	3	17	-4	1	1	1	0	0	10	0	0
TPJ	10	7	10	0	1	2	0	1	1	2	0	1
TPGY	10	7	9	1	1	0	0	1	1	0	0	1
GOC	2	2	1	1	0	0	0	0	0	0	0	0
VM	5	5	6	-1	0	2	0	0	0	0	0	0
MV	2	2	2	0	1	1	1	0	0	0	0	0
VRI	3	0	0	3	0	0	0	0	1	0	0	1
ICG	0	0	0	0	1	0	0	1	0	0	0	0
TJ	1	0	0	1	1	0	0	1	0	0	0	0
TVR	2	0	0	2	0	0	0	0	0	0	0	0
NCR	0	0	0	0	0	0	0	0	0	4	2	-2
TOTAL	48	26	45	3	6	6	2	4	3	16	2	1

CHAPTER – V

5.0 FINANCIAL SAVINGS

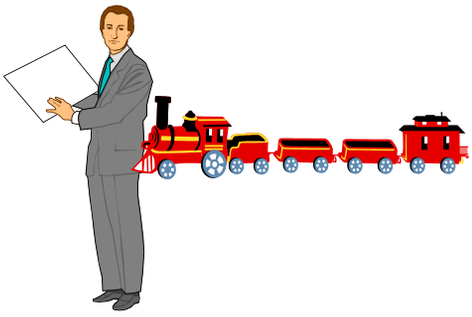
5.1 If the recommendations made in the study report are implemented, the annual recurring financial savings will be as under:

Sl. No.	Category	Grade pay (Rs.)	Grade Pay (Rs.)	No.of post	Mean Pay (Rs.)	Annual savings (Rs.)
1.	CTNC/	9300-34800	4200	3	82768	29,79,648
2.	Sr.TNC	5200-20200	2400	4	59696	28.65,408
3.	TNC	5200-20200	1900	1	46536	5,58,432
TOTAL				**8**		**64,03,488**

ANNEXURE-I

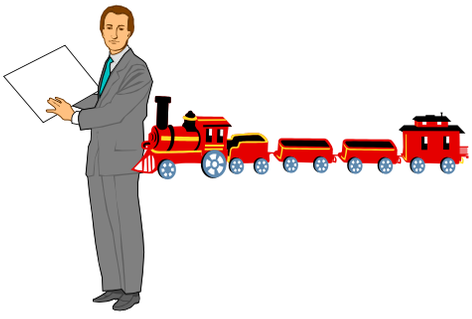
'SAVE' STATEMENT OF TNCs /TPJ DIVISION as on 01.06.2019
(As per division)

Sl. No.	Category	Scale of pay (Rs.)	Grade Pay (Rs.)	Sanc-tion	Actual	Vacancy	Excess
TPJ (C) & TPJ							
1.	CTNC	9300-34800	4200	23	12	11	0
2.	Sr.TNC	5200-20200	2400	2	5	0	3
3.	TNC	5200-20200	1900	1	5	0	4
Total				**26**	**22**	**11**	**7**
TPJ (Y)							
1	CTNC	9300-34800	4200	10	6	4	0
2	Sr.TNC	5200-20200	2400	1	0	1	0
3	TNC	5200-20200	1900	1	1	0	0
Total				**12**	**7**	**5**	**0**
VRI							
1	CTNC	9300-34800	4200	3	0	3	0
2	TNC	5200-20200	1900	1	0	1	0
Total				**4**	**0**	**4**	**0**
VM							
1	CTNC	9300-34800	4200	5	6	0	1
2	TNC	5200-20200	1900	0	1	0	1
Total				**5**	**7**	**0**	**2**
NCR							
1	CTNC	9300-34800	4200	0	1	0	1
2	TNC	5200-20200	1900	0	1	0	1
Total				**0**	**2**	**0**	**2**
GOC							
16	CTNC	9300-34800	4200	2	2	0	0
Total				**2**	**2**	**0**	**0**
ICG							
1	Sr.TNC	5200-20200	2400	1	0	1	0
Total				**1**	**0**	**1**	**0**
TJ							
1	CTNC	9300-34800	4200	1	0	1	0
2	Sr TNC	5200-20200	2400	1	0	1	0
Total				**2**	**0**	**2**	**0**
TVR							
1	CTNC	9300-34800	4200	2	0	2	0
Total				**2**	**0**	**2**	**0**
MV							
1	CTNC	9300-34800	4200	2	2	0	0
2	Sr TNC	5200-20200	2400	1	0	1	0
				3	**2**	**1**	**0**
GRAND TOTAL				**57**	**42**	**19**	**4**



No. G.275/WSSR- 531920/2019-20

WORK STUDY TO REVIEW THE TNC STAFF STRENGTH IN THIRUCHCHIRAPPALLI DIVISION



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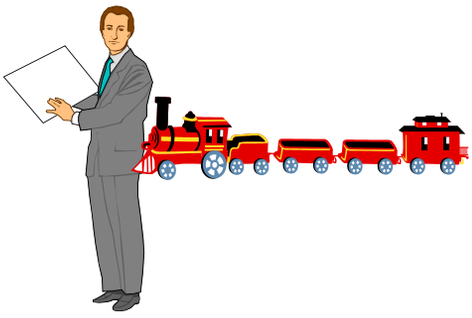

No. G.275/WSSR- 531920/2019-20

WORK STUDY TO REVIEW THE TNC STAFF STRENGTH IN THIRUCHCHIRAPPALLI DIVISION