



SOUTH EASTERN RAILWAY

REVIEW OF STAFF STRENGTH **IN THE ELECTRICAL (G) WING OF CKP DIVISION.**



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STUDY NO. EFF/904

SYNOPSIS

1.	Name of the work study	Review of Staff Strength in the Electrical (G) wing of CKP division.
2.	Terms of reference	Taken up as one of the work-studies to be conducted during the year 2018-19 considering the present scenario.
3.	Aim	To review the staff strength considering the mechanization in various areas of working.
4.	Projected manpower surrender.	42 'vacant' posts.
5	Anticipated/projected savings per annum	Rs. 206 lakhs per annum (approx)
6.	No of recommendations	One
7.	Critical analysis & observations	Considering the present scenario on mechanization in activities.
8.	Brief note on recommendations	<u>Rec-I</u>: Considering the promotional & DR aspects, it has been recommended to surrender 42 'vacant' posts from the lower grade.
9.	Department/s concerned	Electrical (G)

C O N T E N T S

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CHAPTER – I

1.0 INTRODUCTION

Chakradharpur division of South Eastern Railways has got the distinction for first introduction of 25 KV electric traction in Indian Railways.

- Manpower planning is a process which aims to have the right number of staff at right places with right type of skills at right times to enable the organization to achieve its short term and long term goals. In other words, manpower planning is the system, which ensures the manpower availability at a given point of time.
- Manpower planning means establishment of job specifications or qualitative requirements of jobs to determine the number of people required and to find supply source.
- Manpower recruitment is related to matching the personal qualities of employees with the job requirements.
- There have been dynamic change in the technology and modernisation, electrification, computerisation, mechanisation etc. are taking place at fast rate to meet the challenges of traffic requirements in Indian railways. To meet the challenges of the changing environment, systematic manpower planning is essential. Therefore a category-wise analysis of staff should be carried out, to identify the surplus and to arrange manpower in the areas of need. This adjusts the surplus in one category to other categories, where there is demand. Manpower planning ensures that the existing manpower is utilized to the maximum extent.

One of the main departments of the Indian Railways, Electrical department shoulders lot of responsibility in proper operation of railway services. With Railway Electrification on the rise, Electric traction hauls almost 60% of freight traffic and 48% of passenger traffic.

Electrical department is represented in the board by Member Electrical, ex officio Secretary to the Govt. of India. At zonal head quarters CEE (Chief Electrical Engineer) heads the department and in the division there are mostly four Sr. DEE's each of whom head the following areas:-

- Traction Rolling Stock Operation
- Traction Rolling Stock
- Traction Distribution
- General Service

The present study has been taken up mainly with reference to General Service.

CHAPTER – II

2.0 SAVE POSITION :

The SAVE position of those categories of staff that were taken for the purpose of conducting the study is as follows:-

Electrical - GENERAL				
Desgn	Level/Pay (Rs.)	Sanct	On-Roll	Vacancy
Sr. Technician (MCM) (PL)	Level-6 35400-112400	122	118	4
Technician-I (PL)	Level-5 29200-92300	239	187	52
Technician-II (PL)	Level-4 25500-81100	37	03	34
Technician-III (PL)	Level-2 19900-63200	50	58	-8
TOTAL		448	366	82
Helper 'A' (PL)	Level-1	122	120	2
Electrical – TL				
Sr. Technician (MCM) (TL)	Level-6 35400-112400	38	38	0
Technician-I (TL)	Level-5 29200-92300	74	53	21
Technician-II (TL)	Level-4 25500-81100	12	33	-21
Technician-III (TL)	Level-2 19900-63200	15	16	-1
TOTAL		139	140	-1
Helper 'B' (TL)	Level-1	87	74	13
Electrical – AC				
Sr. Technician (MCM) (TL)	Level-6 35400-112400	16	16	0
Technician-I (TL)	Level-5 29200-92300	31	24	7
Technician-II (TL)	Level-4 25500-81100	5	10	-5
Technician-III (TL)	Level-2 19900-63200	12	8	4
TOTAL		64	58	6
Helper (AC)	Level – 1	91	68	23

CHAPTER – III

3.0 EXISTING SYSTEM OF WORKING :

- 3.1 The Electrical (G) wing functioning at CKP division is managed by supervisory posts like SSE & JE who are assisted by Sr. Technician, Technician Gr.-I, Gr.-II, Gr.-III posts with the helping hands of Helper
- 3.2 Electrical Work means work associated with the installation, modification, removal, inspection, maintenance or testing of electrical system components, including works relating to mechanical, electrical or non-electrical components required for the work. Emergency maintenance includes emergency repair of electrical equipments/ circuits that requires immediate action and takes precedence over routine maintenance activities for the duration of the emergency, till rectified. This wing also maintains high mast lighting equipment on high mast poles complete with luminaries, raising and lowering devices consisting of ring assemblies and pole anchorage assemblies. The maintenance includes both routine and non-routine maintenance work of installed electrical appliances
- 3.3 Electrical General Service is a wing of the Electrical Department that kept busy in all sorts of activities involving electricity except traction. To cater this service over Chakradharpur Division there are 19 numbers of 33 KV-HT sub-stations from which power is fed nearly 24 hours at CKP, BNDM & SNY. Besides there are 72 numbers of 11/0.4 KV HT sub-stations, one 6.6/11 KV S/S, one 3.3/0.4 KV S/S and 69 nos. of LT connections to feed all electric installations over the Division. The total connected load of the division is approximately 30615 KW and annual energy consumption is about 60 Million units.
- 3.4 There has been a rapid automation in the division in different fields with power saving and maintenance free equipments. The noteworthy ones are as follows:
- 3.5 Automation of pumps at the different locations, Timers for operating the tower lights and street lamps which enable illumination and switching off at different locations at same time without manual intervention.

- 3.6 Lighting arrangements at stations has been done with automatic switches that illuminate 75% by 25% as per arrival time of trains at stations. Conventional bulbs have been replaced by LED lights which are durable and energy efficient, glow sign boards have been replaced by retro reflective board, Solar panels have been installed for lighting in LC gates. In addition miscellaneous electrical works have been out sourced at which consists of works like tree trimming, changing of HT-LT conductor, Re-wiring, cable lying, submersible pump repair, light/fan replacement, shifting of transformer, repair of switches and other work. The departmental vehicle is also under contractual hire. The Electrical (G) works are being managed by supervisory posts like SSE & JE who are assisted by Sr. Technicians, Technician Gr.-I, Gr.-II, Gr.-III posts with the helping hands of Helper

CHAPTER – IV

4. CRITICAL ANALYSIS

Modern electrical equipments with advance and automatic technology makes several works easier. It requires minimum human intervention to operate these equipments. Hence the requirement of man power automatically decreases without any logic behind the issue. In the Electric (General) side, the following activities have been outsourced or are in the process of being outsourced :

Scheduled/ unscheduled repairs to wiring of the quarters, operations of DG sets, Pumps, AC plants, Distribution network supply, Comprehensive maintenance of Electric assets / systems.

The following posts in the lower grade are vacant :

Helper 'A' (PL) = 2

Helper 'B' (TL) = 13

Helper (AC) = 23.

Tech – III (TL) = 4

Although the benchmarking MPR for CKP division is on a lower side, however considering the mass automation and outsourcing of activities, it is recommended to render the vacant posts in the lower grades of DRQ as surplus with a view to subsequently surrender the same.

CHAPTER – V

5 RECOMMENDATIONS:

Recommendation – I: Considering the promotional & DR aspects, it has been recommended to surrender 42 ‘vacant’ posts from the category of Technician-III & Helpers.

CHAPTER – VI

6. FINANCIAL EVALUATION

In reference to the recommendations made in the study report the financial evaluation on the basis of surrender of 42 ‘vacant’ posts is as under:-

Sl	Desgn	Scale of pay (Lower grade)	No. of posts	Avg. pay	DA @ 9%	Monthly cost per staff	Total cost per month
1	Tech-III & Helper	Level-1 18000-56900	42	37450	3370	40820	17,14,440
TOTAL			42				

The annual savings due to surrender of **42** ‘vacant’ posts = Rs. 17,14,440 x12
= **Rs. 205,73,280/-**
Say Rs. **206 lakhs per annum**

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