

SOUTH EASTERN RAILWAY

STUDY ON THE REVIEW OF STAFF STRENGTH OF VALVE OPERATOR IN KGP DIVISION IN VIEW OF OUTSOURCING IMPLEMENTATION.



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STUDY NO. EFF/919

SYNOPSIS

1.	Name of the work study	Review of Staff Strength of Valve Operator in KGP Division in view of outsourcing implementation.
2.	Terms of reference	The study has been taken up in the Annual Programme of workstudy in terms of the recommendation received from the division.
3.	Aim	To make assessment of the category after full-fledge implementation of outsourcing for this activity.
4.	Projected manpower re-deployment/ surrender.	Surrender : 06 Posts after suitable redeployment.
5.	Anticipated/projected savings	Rs. 17.5lakhs (approx)
6.	No of recommendations made	01 (One)
7.	Critical analysis & observations	The process of involving out source agency and make agreement with contractors for comprehensive operations and maintenance of sluice valve is cost effective. The accepted rates by the contractors for ensuing the work is on 21.01% rebate over advertised rate in case of executing the job at Hijli, Belda, Rupsa, Soro and Baripada. However the same for KGP and TMZ is done at per the advertised rate. In view of increasing the productivity of the railway and minimizing the work expenditure vis-à-vis gaining man power released from the activity in which presently being utilized to be utilized in required place. The units under SRC and BLS may be outsourced.
8.	Brief note on recommendations	<u>Rec. – I :</u> The present available manpower (valve operators) is not sufficient to cope up with the workload of operating the existing sluice valve in the division, moreover, In view of curtail the expenditure on works and to reduce expenditure on man power the division may opt outsource for comprehensive operations and maintenance of sluice valve at SRC and remaining portion of BLS unit and at the same time the existing 06 posts of valve operator may be surrendered after suitably re-deploy the incumbents
9.	Department concerned	Engineering

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CHAPTER - I

1. INTRODUCTION :

Indian Railway is rapidly proceeding towards modernization in all fields. The 11th Five Year Plan has reiterated that the pace of railway modernization needs to be vigorously accelerated and that a paradigm shift in provision and delivery of rail services is called for. The need of the day is to concentrate on the core activities of infrastructure and operation. The action plan for the future should be planned with a view to:-

- Achieve a quantum reduction in manpower requirement for sustaining financial viability of IR with rising manpower costs and impact of the 6th and now by 7th Pay Commission recommendations.
- Lateral thinking to identify unconventional areas for reduction of dependence on manpower.
- Switch over from the conventional labour-intensive working methods to technology-intensive methods to reduce human intervention to a bare minimum.
- Use of such systems that require much less maintenance, review, periodicity of maintenance schedules and improves reliability.
- Modernization in all fields primarily with a view to ensure safe running of the system and simultaneously increase the average speed.

At the present scenario the maximum expenditure is due to staff cost. To ensure productivity of the organization in a good look and to keep the operating ratio in a profitable position not only for the zone but for the entire railway, it is required to make proper manpower planning and thus proper utilization of man power in proper place is required. In the present era of modernization every organization is going toward contractual agreement and outsourcing for its work done or supply of material or for other activity. Those activities not involved with safety the present need to curtail staff cost. In the current era, every organization is adopting private agency or contractor for works done or for supply material that needed to run the organization. To release burden of huge staff cost Railway is adopting policy of outsource to perform different activities which are not related with safety on operation.

The job of valve operator in particular is to operate valves of pipe line for watering trains. Hence in the big junction station and train originating station/ yard they are posted. They are usually operate valve for some nominated train in particular station and on call of SM of that station on emergency for any train required to be watering. Thus they have to remain alert round the clock and as such the men are perform job on roster duty. In KGP division, 03 points are there where valve operator are posted are KGP, SRC, BLS. However presently the job is outsourced at KGP and at SRC its conducted departmentally.

The present study on the Review of Staff Strength of Valve Operator in KGP Division in view of outsourcing implementation. has been taken up as one of the workstudy for the year 2019-20 in terms of the recommendation received from the division.

METHODOLOGY

1. Collection of the details of workload particulars.
2. Interaction with concerning field officials.
3. Direct observation of the present pattern of working comparing the situation after change
4. Financial viability.
5. Critical examination of the existing system of working and the deployment of staff thereof.

CHAPTER – II

2 STAFF STRENGTH

- 2.1 The present sanctioned and on-roll strength of the valve operator category in KGP Division.
(as on 01.06.2019):-

Design	Level	Sanctioned Strength	On-roll	Vacancy
Valve Operator	L-1	6	6	0
Total		6	6	0

CHAPTER – III

3.0 EXISTING SYSTEM OF WORKING

Train watering is essential part of Railway System. All the non-suburban trains are equipped with lavatory thus they needed to be filled with water in tank of every coaches, thus there should be staff for filling water in every coach and there should be water available in the pipe line at those stations / yards where from a train originate and also the junction stations nominated for watering and re-filling the tank. The job of valve operator is to open and close valve of the pipeline to avail water in the pipeline and to close after its use. The job of train watering is performed combined by Engg (Works) staff and Mechanical (C& W) staff. The part of valve operation is deputed to Engineering valve operator and attaching water hose to individual coach receiving pipe is done by mechanical staff. At present KGP is the only nominated station in the division for train watering and **75 trains** are nominated for watering in this station. In addition to train watering in stations/ yards there are Railway establishment including colony and offices where supply of water is a part of activities for civil engineering department and thus valve operators are required to put their service in these locations. During the course, crisis on on roll staff and adaptation of policy of concluding work through engaging out source agency, the division has gone into contractual agreement for concluding comprehensive operation and maintenance of Sluice valves, iron removal and changing filter media and damage diaphragm valve for south side settlement of KGP that include KGP station, North side settlement of KGP, TMZ under jurisdiction of ADEN/TMZ, Hijli, Belda, Rupsa, Soro & Baripada.

Meanwhile, at present there are 06 valve operator post sanctioned in the division with incumbents posted 03 at KGP 01 at SRC & 02 at BLS.

The existing 03 staff of this category at KGP is working under SSE (Water Works/KGP). These 03 staff are utilizing as office assistant and helping in maintenance and other job as and where it is required basis. Specially they are manning the office and attending Telephone calls of the office.

01 valve operator posted at SRC is still performing the duties of valve operation under SSE(W)/SRC. There are 04 sluice valves exist at SRC, 01 at TPKR, 01 at AMZ and 01 at RMJ under the jurisdiction of SSE (W)/SRC. These valves are still operated by staff (Helper and other artisan category) under SSE(W)/SRC. The present involvement in this unit is 21 heads which includes RG+LR. (Per day requirement is SRC:4*3=12, TPKR: 1*2=2, AMZ:1*1=1, RMJ: 1*1=1)

At BLS 02 valve operators are posted. There are 01 sluice valve at BLS, 01 at KHF, 01 at MKO, 01 at SORO, 01 at Rupsa, 01 at Baripada under jurisdiction of SSE(W)/BLS. Among them Soro, Baripada and Rupsa units are already outsourced. The units at BLS (1*3=3), KHF (1*2=2), MKO (1*2=2). The railway staff operated units are executed by 02 valve operators presently posted at there and rests are by Helper and other Artisan category staff.

CHAPTER – IV

4.0 CRITICAL ANALYSIS

The process of involving out source agency and make agreement with contractors for comprehensive operations and maintenance of sluice valve is cost effective. The accepted rates by the contractors for ensuing the work is on 21.01% rebate over advertised rate in case of executing the job at Hijli, Belda, Rupsa, Soro and Baripada. However the same for KGP and TMZ is done at per the advertised rate. In view of increasing the productivity of the railway and minimizing the work expenditure vis-à-vis gaining man power released from the activity in which presently being utilized to be utilized in required place. The units under SRC and BLS may be outsourced.

CHAPTER - V

5.0 RECOMMENDATIONS :

Recommendation-I : The present available manpower (valve operators) is not sufficient to cope up with the workload of operating the existing sluice valve in the division, moreover, In view of curtail the expenditure on works and to reduce expenditure on man power the division may opt outsource for comprehensive operations and maintenance of sluice valve at SRC and remaining portion of BLS unit and at the same time the existing 06 posts of valve operator may be surrendered after suitably re-deployment of the incumbents.

CHAPTER - VI

6.0 Financial Evaluation:

In reference to the recommendations made in the study report the financial evaluation on the basis of surrendering '06' Posts of valve operator:-

SURRENDER/REDEPLOYMENT OF 06 Posts								
Srl No.	Desgn	Scale of pay	No. of posts	GP	Mean Pay (18000+23500/2) (Level-1)	DA @ 17 %	Monthly cost per staff	Total Cost Per Month
1	Valve Operator	5200-20200	06	1800	20,750	3,528	24,278	1,45,668
TOTAL			06					1,45,668

The annual savings on account of surrender of '06' Posts = **Rs. 145668 x 12**

= **Rs. 17,48,016/-**

Say = Rs. 17.5 lacs per annum approx