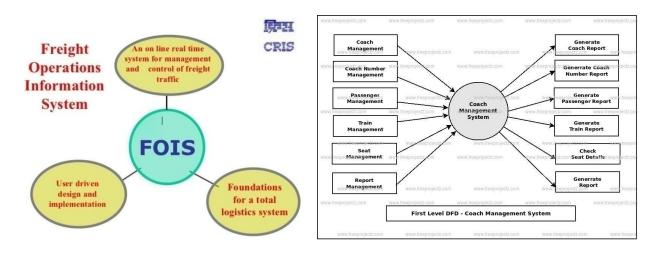
SOUTH EASTERN RAILWAY

STUDY ON THE REVIEW OF STAFF STRENGTH OF TNC & PEON CATEGORY IN THE CONTROL/YARD/SM OFFICES AFTER FULL-FLEDGED IMPLEMENTATION OF FOIS, COIS AND OTHER ONLINE APPLICATIONS FOR TRAIN OPERATIONS AND SHARING OF INFORMATION



EFFICIENCY CELL, (PLANNING & WORK STUDY), GARDEN REACH, KOLKATA – 700 043.

STUDY NO. EFF/909

SYNOPSIS

| 1. | Name of the work study | Review of Staff Strength of TNC & Peon Category in the Control/Yard/SM offices after full-fledged implementation of FOIS, COIS and other online applications for train operations and sharing of information. |
|----|---|--|
| 2. | Terms of reference | The study has been taken up in the Annual Programme of workstudy in terms of the minutes of the meeting held in Rly. Bd. On 21.12.17 |
| 3. | Aim | To make an assessment of TNC and Peon category after introduction of modern online computerize system. |
| 4. | Projected manpower redeployment/ surrender. | Surrender: 51 (35 Posts of TNC Category + 16 Peon Category) Redeployment of 26 existing staff engaging 36 specialized man-power from outsource. |
| 5. | Anticipated/projected savings | Rs. 206.lakhs (approx) |
| 6. | No of recommendations made | 02 (Two) |
| 7. | Critical analysis & observations | Utilizing costly skilled Man power of TNC category in actual work and using computer literate man power from outsource agency for obtaining the optimum output. The modern equipments reduces requirement of manpower for transfer information. |
| 8. | Brief note on recommendations | Rec-I: Skilled man power having expertise knowledge in data entry and other computer based operation to be engaged from outsource agency. Thus a portion of TNC and other category staff who at present are utilized for manning FOIS, COIS, RMS etc should be utilsed in their actual services. According to redistribution as per Annexure-I, 64 TNC Category staff may retain by the division, the excess 26 (90-64) may redeployed and Surrender 35 (99-64) Posts (in which are 09 Vacant) of TNC category Posts. Rec -II: In view of reduced need of Peons for the purpose of transferring dak i.e., papers, files, documents etc. from one place to other. The justification of feeling up the vacant posts of this category is hardly exists as such it has recommended to surrender the vacant 16 (73-57) Posts of this category out right. |
| 9. | Department concerned | OPERATING |

$\underline{C\ O\ N\ T\ E\ N\ T\ S}$

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| | FOIS, COIS,RMSterminals) | |

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.

Due to introduction of modern equipments / technology in almost all the fields, the involvement of field staff has got reduced to some extent. This has resulted in the related field activities getting redundant and a proportionate surplus in manpower. The subjected study has taken in view of huge change in pattern of working of a particular category due to introduction of some precise computer operated module like FOIS, COIS, PAM and other like CMS for crew management, COA for caution order and other functions etc.

The change in working pattern with attachment of modern equipments in usual system involved some existing manpower to switch from their original work to some different work. Thus some competent and effective employees were required to use in easier job at the same time some aged / promote staff unable to perform work on modern equipment efficiently though very much efficient in field job.

The present study on the Review of Staff Strength of TNC & Peon Category in the Control/Yard/SM offices after full-fledged implementation of FOIS, COIS and other online applications for train operations and sharing of information has been taken up as one of the workstudy for the year 2019-20 in terms of the minutes of the meeting held in Rly. Bd. On 21.12.17.

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 conventional pattern.
- 4. Reference of similar work done in different Rlys.
- 5. Critical examination of the existing system of working and the deployment of staff thereof.
- 6. Reference from other Rly.

CHAPTER-II

2 STAFF STRENGTH

2.1 The present sanctioned and on-roll strength of the TNC & Peon category in ADRA Division. (as on 01.05.2019):-

ADRA DIVISION

| Design | Design GP Sanctioned C Strength | | On-roll | Vacancy | Remarks |
|---------|------------------------------------|----|---------|---------|---------|
| Ch. TNC | 4200 | 75 | 56 | 19 | |
| Sr.TNC | 2400 | 12 | 16 | -4 | |
| Jr.TNC | 1900 | 12 | 18 | -6 | |
| Total | | 99 | 90 | 09 | |

| Design | GP | Sanctioned Strength | On-roll | Vacancy | Remarks |
|-------------|------|------------------------|---------|---------|---------|
| Office Peon | 1800 | 26 | 17 | 9 | |
| STN Peon | 1800 | 43 | 38 | 5 | |
| C.C. Peon | 1800 | 04 | 2 | 2 | |
| Total | | 73 | 57 | 16 | |

2.2 <u>THE DETAILS OF WORKLOAD OF TNC CATEGORY AND PEON</u> <u>CATEGORY IN OPERATING DEPARTMENT:</u>

2.2.1 TNC CATEGORY:

| Srl. | Name of the Staff | Design | Station | Level | Description of Duty Assigned. |
|------|-------------------------|--------|----------|---------|-------------------------------|
| No | | | | | |
| 1. | Md.Shamim Khan | Ch.TNC | Adra/STN | Level-6 | Working in COIS and Field. |
| 2. | Sri. Jiban Kumar | Ch.TNC | Adra/STN | Level-6 | |
| 3. | Sri. Santanu Banerjee | Ch.TNC | Adra/STN | Level-6 | |
| 4. | Sri. Ranjit Singh | Ch.TNC | Adra/STN | Level-6 | |
| 5. | Smt. Lalita Kumari | Sr.TNC | Adra/STN | Level-4 | |
| 6. | Sri. Chittranjan Mahato | Ch.TNC | Adra/Yd | Level-6 | Working in FOIS and Field. |
| 7. | Sri. Abir Acharjee | Ch.TNC | Adra/Yd | Level-6 | |
| 8. | Sri. Samaresh Karmakar | Ch.TNC | Adra/Yd | Level-6 | |
| 9. | Sri. Anand Kr. Sahu | Jr.TNC | Adra/Yd | Level-2 | |
| 10. | Sri. Sumanta Bouri | Sr.TNC | Adra/Yd | Level-4 | Division office FOIS |
| 11. | Sri. Biplab Bouri | Ch.TNC | ANR/STN | Level-6 | Working in FOIS and Field. |
| 12. | Sri. B.Kanjilal | Ch.TNC | ANR/STN | Level-6 | |
| 13. | Sri. Nirmal Chatterjee | Ch.TNC | ANR/STN | Level-6 | |
| 14. | Sri. H.Rajwar | Ch.TNC | ANR/STN | Level-6 | |
| 15. | Sri.Yadav Bouri | Ch.TNC | ANR/STN | Level-6 | |
| 16. | Sri. Prabin Yadav | Sr.TNC | ANR/STN | Level-4 | |
| 17. | Sri.Shyamal Sarkar | Ch.TNC | BJE/STN | Level-6 | Working in FOIS and Field. |
| 18. | Sri. B.K.Panday | Ch.TNC | BJE/STN | Level-6 | |
| 19. | Sri. B.D.Mahato | Ch.TNC | BJE/STN | Level-6 | |
| 20. | Sri. Sukhdeb Hari | Ch.TNC | BJE/STN | Level-6 | |
| 21. | Sri. Kusum kumari | Sr.TNC | BJE/STN | Level-4 | |
| 22. | Sri. R.Rajbanshi | Sr.TNC | BJE/STN | Level-4 | |
| 23. | Sri. B.C.Sarkar | Sr.TNC | BJE/STN | Level-4 | |
| 24. | Sri. H.Panday | Jr.TNC | BJE/STN | Level-2 | |
| 25. | Sri. T.Panday | Jr.TNC | BJE/STN | Level-2 | |
| 26. | Sri. D.N.Routh | Jr.TNC | BJE/STN | Level-2 | |

| 27. | | | | | |
|-----|-------------------------|--------|------|---------|-------------------------------------|
| 28. | Sri. Kartick Kundu | CH.TNC | BKSC | Level-6 | Working in FOIS and Yard i.e. Empty |
| 29. | Sri. M.M. Das | CH.TNC | BKSC | Level-6 | Yard, In Yard, Out Yard etc. |
| 30. | Sri. Durjodhan Mahato | CH.TNC | BKSC | Level-6 | |
| 31. | Sri. B.Barla | CH.TNC | BKSC | Level-6 | |
| 32. | Sri. K.Nirmal Kumar | CH.TNC | BKSC | Level-6 | |
| 33. | Sri. Bhada Thakur | CH.TNC | BKSC | Level-6 | |
| 34. | Sri. Birender Yadav | CH.TNC | BKSC | Level-6 | |
| 35. | Sri. Malay Malaki | CH.TNC | BKSC | Level-6 | |
| 36. | Sri. Sanjay Kumar | CH.TNC | BKSC | Level-6 | |
| 37. | Smt. Rita Singh | CH.TNC | BKSC | Level-6 | |
| 38. | Sri. Suresh Kumar | CH.TNC | BKSC | Level-6 | |
| 39. | Sri. Renu Bala | Sr.TNC | BKSC | Level-4 | |
| 40. | Sri. Ramashish Kr. | Sr.TNC | BKSC | Level-4 | |
| 41. | Sri. Prabodh Kr.Ray | Sr.TNC | BKSC | Level-4 | |
| 42. | Sri. Gopal Chandra | Sr.TNC | BKSC | Level-4 | |
| 43. | Sri.Mani Shankar Sharma | Sr.TNC | BKSC | Level-4 | |
| 44. | Sri. Bindha Pd. Sah | Sr.TNC | BKSC | Level-4 | |
| 45. | Sri. Mithun Choudhury | Sr.TNC | BKSC | Level-4 | |
| 46. | Sri. Sonu Kumar | Sr.TNC | BKSC | Level-4 | |
| 47. | Sri. Shahzad Khan | Sr.TNC | BKSC | Level-4 | |
| 48. | Sri. Subodh Kumar | Sr.TNC | BKSC | Level-4 | |
| 49. | Sri. Rohit Sahu | Sr.TNC | BKSC | Level-4 | |
| 50. | Pervez Alam | Jr.TNC | BKSC | Level-2 | |
| 51. | Miss. Saranjit Kaur | Jr.TNC | BKSC | Level-2 | |
| 52. | Sri. Binod Oraon | Jr.TNC | BKSC | Level-2 | |
| 53. | Sri. Sunil Ekka | Jr.TNC | BKSC | Level-2 | |
| 54. | Sri. Chandan Kumar | Jr.TNC | BKSC | Level-2 | |
| 55. | Sri. Nanda Dulal Das | Jr.TNC | BKSC | Level-2 | |
| 56. | Sri. Anil Kumar | Jr.TNC | BKSC | Level-2 | |
| 57. | Sri. S.C.Choudhury | Ch.TNC | BURN | Level-6 | Working as Chaser at UDL. |
| 58. | Sri. Akhil Dutta | Jr.TNC | BURN | Level-2 | |
| 59. | Sri. Rajiv Kumar | Jr.TNC | BURN | Level-2 | |

| 60. | Sri. D.D.Rajak | Ch.TNC | CHC/Adra | Level-6 | Working in FOIS, COIS, Stock, Long |
|-----|-------------------------|---------|-----------|---------|--|
| 61. | Sri. Ashok Kr. Singh | Ch.TNC | CHC/Adra | Level-6 | hours etc. |
| 62. | Sri. Ranojit Chatterjee | Ch.TNC | CHC/Adra | Level-6 | |
| 63. | Sri. B.K.Prasad | Ch.TNC | CHC/Adra | Level-6 | |
| 64. | Sri. L.R.Prasad | Ch.TNC | CHC/Adra | Level-6 | |
| 65. | Sri. Uttam Bouri | Ch.TNC | CHC/Adra | Level-6 | |
| 66. | Smt. Rupa Bakshi | Ch.TNC | CHC/Adra | Level-6 | |
| 67. | Sri. S.K.Kar | Ch.TNC | CHC/Adra | Level-6 | |
| 68. | Sri. Debasis Karmakar | Ch.TNC | CHC/Adra | Level-6 | |
| 69. | Sri. Tyron Martin | Ch.TNC | CHC/Adra | Level-6 | |
| 70. | Sri.K.P.Mahato | Ch.TNC | CHC/Adra | Level-6 | |
| 71. | Sri. Sanjay Kr.Sen | Ch.TNC | CHC/Adra | Level-6 | |
| 72. | Sri. S.C.Majee | Ch.TNC | CHC/Adra | Level-6 | |
| 73. | Sri. Rajesh Mazumadar | Ch.TNC | CHC/Adra | Level-6 | |
| 74. | Sri. T.K.Roy | Ch.TNC | CHC/Adra | Level-6 | |
| 75. | Sri. D.Mitra | Ch.TNC | CHC/Adra | Level-6 | |
| 76. | Sri. P.Modak | Ch.TNC | CHC/Adra | Level-6 | |
| 77. | Sri. A.K.Mondal | Ch.TNC | CHC/Adra | Level-6 | |
| 78. | Sri. D.Biswas | Ch.TNC | CHC/Adra | Level-6 | |
| 79. | Sri. Goutam Ghosh | Ch.TNC | CHC/Adra | Level-6 | |
| 80. | Sri.R.P.Chatterjee | Sr.TNC | CHC/Adra | Level-4 | |
| 81. | Sri. Asit Mazumdar | Jr.TNC | CHC/Adra | Level-2 | |
| 82. | Sri. Subhasis Dey | Jr.TNC | CHC/Adra | Level-2 | |
| 83. | Smt. Madhumita Mondal | Jr.TNC | CHC/Adra | Level-2 | |
| 84. | Sri. Tushar Chakraborty | Ch.TNC | DMA | Level-6 | 1) Maintaining placement & release |
| 85. | Sri. S K Roy | Ch.TNC | DMA | Level-6 | time of incoming rakes for demurrage |
| 86. | Sri. V K Rajak | Sr.TNC | DMA | Level-4 | and warfage. 2) To co-ordinate |
| 87. | Sri. T N Biswas | Jr.TNC | DMA | Level-2 | between IISD Authority and Rly. |
| | | | | | throuth control/Adra. 3) Preparing |
| | | | | | guidance for local supply after |
| | | | | | releasing rakes. |
| 88. | Sri. Biru Singh | Ch.TNC | MHQ | Level-6 | 1) Maintaining register of supply & |
| | | | | | drawing of rakes to MHQ base sidings, |
| | | | | | and detention & turn round figures. |
| | 2.00 | | | | 2) FOIS working. |
| 89. | Sri. Kartick Chandra | Ch.TNC | SNTD/STN | Level-6 | Taking numbers of incoming & |
| 90. | Sri. Swarup Kr. Mahato | Ch.TNC | SNTD/STN | Level-6 | outgoing rakes to & from STPS for |
| | | | | | uploading in FOIS/ADRA followed by |
| 0.1 | arn a n | OL TRAC | a postice | T 1.0 | demurrage & warfage. |
| 91. | Sri.Partha Dutta | Ch.TNC | Sr.DOM/Of | Level-6 | Sending compliance report of Officers' |
| | | | fice | | inspection & assist DTI/SFY-ADRA. |

2.2.2 **Peon Category of ADRA Division**

| Srl No | Name of the Staff | Design | Station/Unit | Level | Description of Duty Assigned |
|-----------|-------------------------|----------------|--------------|-------|---|
| 1 | Smt. Kalpana Mahato | Office Peon | ADRA/STN | 1 | Delivering & Receiving official letters, documents, files etc. to & from offices in Adra. |
| 2 | Sri. Trilochan Nandi | STN.Peon | Adra/Yd | 1 | To take & receive official letters, |
| 3 | Sri. Baneshwar Kaiborta | STN.Peon | Adra/Yd | | documents, files etc. to & from various offices in Adra. |
| 4 | Sri.L.M.Chakraborty | STN.Peon | ANR | 1 | Delivering & Receiving official letters, |
| 5 | Sri. Anup Kr. Chowbey | STN.Peon | ANR | | documents, files etc. to & from offices in |
| 6 | Arun Kr. Chowbey | STN.Peon | ANR | | Adra & Anara. |
| 7 | Sri.Ujjal Kr. Mahato | STN.Peon | ARM/BJE | 1 | To attend the chamber of ARM/BJE and |
| 8 | Sri. Biajy Singh | STN.Peon | BJE | | take & receive official letters, documents, |
| 9 | Sri. Bhola Bharti | STN.Peon | BJE | | files etc. to & from offices in Adra & BJE. |
| 10 | Sri. Prahlad Ahir | STN.Peon | BJE | | |
| 11 | Sri. R.P.Mahato | STN.Peon | BKSC | 1 | Delivering & Receiving official letters, |
| 12 | Sri. B.R.Tudu | STN.Peon | BKSC | | documents, files etc. to & from various |
| 13 | Sri. Raj Kumar Bouri | STN.Peon | BKSC | | offices in Adra & BKSC. |
| 14 | Sri. B.P.Napit | STN.Peon | BKSC | | |
| 15 | Sri. Gouri Nath Mahato | Office Peon | BKSC | | |
| 16 | Smt. Mitali Chatttaraj | STN.Peon | BQA | 1 | Taking & Receiving official letters, |
| 17 | Sri.Tufan Bouri | STN.Peon | BQA | | documents, files etc. to & from offices in Adra & BQA. |
| 18 | Sri. Bhagwan Ram | Office Peon | BURN | 1 | Delivering & Receiving official letters, documents, files etc. to & from offices in |
| 19 | Sri.Nirmal Mondal | STN.Peon | BURN | | Adra & BURN. |
| 20 | Sri.Mohan Rajak | STN.Peon | BWS | 1 | Taking & Receiving official letters, documents, files etc. to & from offices in Adra, SNTD & BJE. |
| 21 | Sri. Lalu | STN.Peon | CDTI/M- | 1 | Delivering & Receiving official letters, |
| | | | ADRA | | documents, files etc. in various sections of |
| 22 | Cont IV: | CTN D | CDTIAA | - | DRM/Office-Adra and also offices in Adra. |
| 22 | Smt.Kiran Tiwary | STN.Peon | CDTI/M- | | Empanelled for TNC. |
| | | | ADRA | | |

| 23 | Smt. Sima Ghosh | Office Peon | CHC/Adra | | 1) Working in CMS Guard Loby/Adra Stn, | | | | | |
|----|--|-------------|---------------|---|---|--|--|--|--|--|
| 24 | Sri. Debasis Mondal | STN.Peon | CHC/Adra | | attending conference chamber shift wise. 2) | | | | | |
| 25 | Sri. Joydeb Baskey | STN.Peon | CHC/Adra | | Delivering & Receiving official letters, | | | | | |
| 26 | Sri. M.K.Singh | STN.Peon | CHC/Adra | | documents, files etc. to & from offices in | | | | | |
| 27 | Smt. Shanti Mahato | STN.Peon | CHC/Adra | | DRM Office Adra. | | | | | |
| 28 | Sri. Sampad Acharjee | STN.Peon | CHC/Adra | | | | | | | |
| 29 | Sri. Tapan Das | STN.Peon | CHC/Adra | 1 | | | | | | |
| 30 | Smt. Renuka Paswan | STN.Peon | CHC/Adra | | | | | | | |
| 31 | P.Tanti | STN.Peon | CHC/Adra | | | | | | | |
| 32 | Sri. Prabhat Kr.Paramanik | STN.Peon | CHC/Adra | | | | | | | |
| 33 | K.Karuna Rao | STN.Peon | CHC/Adra | | | | | | | |
| 34 | Sri. S.P.Mondal | STN.Peon | CHC/Adra | | | | | | | |
| 35 | Sri. M.S.Mukherjee | Office Peon | DTI/VAA | 1 | Delivering & Receiving official letters, | | | | | |
| | | | | | documents, files etc. to & from offices in | | | | | |
| | | | | | Adra & VAA. | | | | | |
| 36 | Jayanta Kr. Dey | CHW cum | DTTC/Adra | 1 | To deliver & receive official letters, | | | | | |
| | | Peon | | | documents, files etc. to & from various | | | | | |
| 37 | K.Mohan Rao | CHW cum | DTTC/Adra | | offices in Adra. | | | | | |
| | | Peon | | | | | | | | |
| 38 | Sri. S.Singh | STN.Peon | MHQ | 1 | Delivering & Receiving official letters, | | | | | |
| | | | | | documents, files etc. to & from offices in | | | | | |
| | | | | | Adra & MHQ. | | | | | |
| 39 | Ku. Lila Mukhi | STN.Peon | PRR | 1 | Delivering & Receiving official letters, | | | | | |
| 40 | Sri.A.N.Mahato | STN.Peon | PRR | | documents, files etc. to & from offices in Adra & PRR. | | | | | |
| 41 | Sri.Tara Shankar Das | Office Peon | Sr.Dom/Office | 1 | To attend chambers of Sr.DOM, DOM & | | | | | |
| 42 | SR. Kaushik Dhara | Office Peon | Sr.Dom/Office | | AOM/Adra, and taking official letters, | | | | | |
| 43 | Sri. Rajnath Paswan | STN.Peon | Sr.Dom/Office | | documents, files etc. in various sections of | | | | | |
| 44 | Sri. Amar Nath | STN.Peon | Sr.Dom/Office | | DRM/Office & other offices in Adra. | | | | | |
| 45 | Sri. Arvind Kumar | STN.Peon | Sr.Dom/Office | | | | | | | |
| 46 | Sri.D L Rao | Office Peon | Sr.Dom/Office | | | | | | | |
| 47 | Sri.B Choudhary | Office Peon | Sr.Dom/Office | | | | | | | |
| 48 | Sri.S P Mahato | Office Peon | Sr.Dom/Office | | | | | | | |
| 49 | Sri.Amar Mahato | Office Peon | Sr.Dom/Office | | | | | | | |
| 50 | Smt.Bulu Adhikari | Office Peon | Sr.Dom/Office | | | | | | | |
| 51 | Smt. Sita Devi | Office Peon | Sr.Dom/Office | | | | | | | |
| 52 | Sri.Chakradhar Bouri | Office Peon | Sr.Dom/Office | | | | | | | |
| 53 | Sri. Radhakanta | STN.Peon | Sr.Dom/Office | | | | | | | |
| | Karmakar | | | | | | | | | |
| 54 | Smt. Chinta Dey | STN.Peon | Sr.Dom/Office | | | | | | | |
| 55 | Sri. Sailkat Banerjee | STN.Peon | Sr.Dom/Office | | | | | | | |
| 56 | Sri. Anil Bouri | STN.Peon | STPP | 1 | Delivering & Receiving official letters, documents, files etc. to & from offices in Adra. | | | | | |
| 57 | Sri. Uma Mali | Office Peon | VSU | 1 | Delivering & Receiving official letters, | | | | | |
| " | The state of the s | | | 1 | documents, files etc. to & from offices in Adra | | | | | |
| | | | | | & VSU. | | | | | |

CHAPTER-III

3.0 EXISTING SYSTEM OF WORKING

3.0 DUTIES OF TRAINS CLERKS AS PER OPERATING MANUAL:

Trains Branch: -

CTNC or Head TNC, has overall responsibility for the efficient working of the trains branch. Below them, there are Head TNCs/Sr.TNCs/TNCs, who may be on shift duties or during day duty only, depending on the work load of the Yard. These Trains Clerks are entrusted with comparatively important work in the trains branch like preparation of Marshalling Yard statistics, maintenance of the Yard Balance Register, Daily Stock Taking etc.

The TNCs in shift duties take stock of trains in Reception and Dispatching Yard. They also maintain Wagon Exchange Registers, Phase-wise Detention Register and stock on line position. The number of TNCs in a Yard will depend on the number of wagons, trains dealt within a Yard.

Presently the train operational activity is very much network based. The FOIS is an ultimate tool for freight operations and COIS for Coaching. The primary job of TNC has changed a lot if compared with old piece-meal train operations days, the implementation of FOIS, COIS, PAM, CMS like modules turns the role of this category to a great swing because this category utilized vastly for operating all these modules.

FEATURES OF DIFFERENT MODULES:

FOIS: -

Indian Railways (IR) carries nearly 1012 Million Tones' of Freight in a year as reported from FOIS System in Year 2013-14. 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 from piecemeal traffic to increase the market share through 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 centers 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 benefit 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 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 full 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:

- Position 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.
- Periodic Loading/Unloading, Detentions, Rolling Stock Availability, NTKM/GTKM, WTR, Outage etc. Comparative/Trend analysis on different parameters. Interchanges, Forecasting Holding, EKM, HOR, Insight etc.

- Freight Earnings, RRs, Invoices, Demurrage charges, Wharfage charges and other Local Charges.
- Balance Sheet, Apportionment, E-payments, Empty Haulage etc.

Decision making tools:

Rake Allocation/Allotment Terminal 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. FOIS system has evolved from a traditional Client/Server (Two tier architecture) to three tier architecture.

- -High Availability HP Itanium Servers with Oracle 11g Database -Oracle Tuxedo (Earlier BEA Tuxedo) System and Web logic Server -J2EE platform for implementation of reporting, integrations, SOA etc. -Microsoft Visual Basic 6.0 (EE), Pro *C
- -Dedicated OFC cable networks integrated with VSAT to cover-up the widespread connectivity across the nation. The group is working under the leadership of General Manager, an IRTS Officer with over 20 years of Railway Experience, who guides the team on all application related issues and new developmental work. The technical team consists of Chief Project Engineer Principal Project Engineer, Senior Software Engineers and Junior Engineers in addition to Field Implementers.

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 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 analyzed the punctual running of trains.

TECHNOLOGY:

ICMS – INTEGRATED COACHING MANAGEMENT SYSTEM

The operations (COIS) and punctuality (PAM) modules have been developed inhouse 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.

3.1 THE DESCRIPTION OF DUTY & JOB RESPONSIBILTIES OF TRAIN CLERKS IN GENERAL:

CONTROL OFFICE:

A. CTNC INCHARGE

- 1 Maintain duty roster of TNCs FOIS COIS and Manual.
- 2 Doing shift duty when needed
- 3 Maintain Divisional Wagon Holding at 00.00 hrs. EKM of AC & DSL locos Outage of AC & DSL locos & feed in system.
- 4 Maintain all interchange point trains

No. of Trains received and dispatched No. of Loco AC & Dsl received and dispatched. No. of wagons received and dispatched to feed in system

- 5 To get the reason From station for terminal detention & feed in web report.
- 6. The details which are required from headquarters collect the particulars and reply the same.

B. Duties of FOIS TNC's

- 1. All important FOIS messages hand over on duty Dy. CHC, AOM and Sr.DOM.
- 2. Availability of Goods and Passenger Guards feed in web report daily Morning.

- 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. Timings of trains when 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. CHC.
- 11. At 00.00 Hrs rakes inward / under release, Empties, Outward tally with Dy. CHC.
- 12. At 00.00 Hrs. as per Dy.CHC instructions today's loading and loading forecast are fed.
- 13. Printout at 00.00 Hrs. Loads on all divisions.
- 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 trains
- 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, DOM, AOM, and CHC along with night position.

C. Duties of Manual TNC's

- 1. To prepare the details of ED PDD trains upload to CFTM/HQ.
- 2. To prepare the details of Speed of Goods trains upload for information of HQrs.
- 3. To print 'TPMS' and corrected the Dy. CHC board and CHC board.
- 4. a) Preparing 10 hrs. Position for Sr.DOM and AOM
- b) To print Loads on Run in the Division.
- c) To print CMS report LP and ALP AC and DSL.
- 5. To maintain interchange register of adjacent Divisions and zones details of Trains with Loco No. of wagons load or Empty for O hrs. Holding.
- 6. Zonal interchange details of trains with Loco No. and No. of wagons FROM and TO Division and upload to HQ.
- 7. Collect the details on hand crew available at O hrs. Upload to HQ.
- 8. Stabling stock position and Empty yard stock position, sick line position and BV position upload to HQ.
- 9. Today loading and loading forecast preparing and upload to HQ.
- 10. Cumulative loading position to feed in system for monthly loading.
- 11. The details of Goods Shed release collect from Terminals and upload to HQ.
- 12. CFTM position feed in system from Dy. Trains and upload at HQ and CFTM.
- 13. Train's forecast upload to CFTM and HQ.
- 14. Preparing DRM position
- 15. O hrs wagon holding and trains interchange failure Mail to DRM.
- 16. Asset failure position to upload and Mail to CFTM.
- 17. Collect the position from all department short out to DRM, ADRM, Sr.DOM, DOM, AOM/M, CHC.

D. 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 (Actual time) Check effective / ineffective stock ICMS/Actual
- 4. VPH Loading Placement / 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
- 12 Asset failures
- 13 Exception Train Cancelled, Short Terminated Diversion, RE-SCH and Change of Origin.
- 14 Guard position
- 15 COIS Mail
- 16. Caution Order
- 17. Running sheet Exp. Up & Dn. Pass Up & Dn.

Files Maintaining

IRCRC, Spl. Trains, Election Spl, Chg. Spl. EY Rake, Accident Register, Yard Derailment, Unusual / Failure Report, Asset Failure, Diversion Train, Short Termination, Cancellation, ORIGIN Change, Re-scheduling Trains, Camp Coach Movement / FTR spl., Additional Stoppage / New stoppage, ICMS, Marked RT others Divn. File, Movement order / Augmentation, Miscreant, Miscellaneous, VIP movement, DRM movement, Block working file, Caution order inspection Register, COIS Mail, coaching stock, LTM, COIS VG – Register, Running sheet.

E. Out Door/Yard TNC work description:

- (E/1) Goods Yard:
- (i) TO receiving from Control
- (ii) Taking name of Gd/Driver from Lobby for Pooling / Power interchange trains
- (iii) Repeating the name of Crew to RRI/Panel for announcement the name of them to take over charge of the trains
- (iv) BOX management for Driver and Guard (if taken).
- (v) Taking train particulars (TN) for pooling/power changing trains. This includes:
- (a) BPC Particulars
- (b) Engine No, Type and base
- (c) Details of the load i.e, Composition, Tonnage, Contents taken through W.W.Bill and by communicating with Guard
- (d) Arrival and Departure
- (vi) All reception including yard by pass trains are attended with verifying the wagon numbers in accordance with VG and TL particulars (loco number, GDR, BPC load on train)
- (vii) Preparing PDD for pooling & power change trains and find average of that.
- (viii) Physical checking of wagons of the trains arrived for loading/unloading as per WW Bill entry in FOIS.
- (ix) Preparing WW Bill for newly formed trains as per actual formation.

- (x) Sick line census and communication with C&W regarding fitness of sick wagon and expected time of fitness. Issuing and receiving memo from C&W regarding sick wagons/coaches. Relay information to control and RRI for dispatching fit wagons so to utilize in service.
- (xi) Link-card preparation for sick wagons detached from trains in any station over division so that could be re-connected after fit.
- (xii) Record of Condemned wagons particulars
- (xiii) Besides the above during duty hours during the presence and absence of YM phone calls are attended and coordination is given by both TNCs.

(E/2) Coaching Yard:

- (i) Coach numbers to be taken and entered manually in Master Register
- (ii) 00.00 hrs to 00.00hrsa in COIS system.
- (iii) Power attachment and detachment for power changing conventional coaching trains
- (iv) MEMU / EMU figure
- (v) Originating/terminating trains details. Timings of sending washing line/examination point.
- (vi) Keeping physical checked position of Washing line / coaching yard details about all coaching stock including SLR, VP, SPART, SPARME and all. Convey the details to Dy.CHC/Chg and entry in COIS.
- (vii) Repeating coaching order no's to TXR, Train Lighting, and Guard Lobby locally. Daily morning and evening sick line position is taken and VRM is prepared. All these particulars are given in time to FOIS TNC for further follow up by FOIS TNC.
- (viii) All IMS trains are physically attended and VRM is prepared in two copies. All out going originating trains are physically attended and VG is prepared in duplicate, TL particulars are conveyed to controllers. Frequently VRM is prepared for shunting purposes for misc stock.
- (ix) Repeating details of observation car, Saloon and other carriage position to Control and upload in COIS.
- (x) Keeping record of slip coaches
- (xi) Keeping record of amalgamation/de-amalgamation of trains.

REGISTERS AND FILES REQUIRED TO MAINTAINED BY COACHING & GOODS TNC

POH/IOH Register, Message Register, COIS Message Register, VG Register, Extra movement register, Daily position register, Condemnation Register ,Sick vehicle Register, goods shed vehicle register, vehicle register by-vehicle Register, Yard balance register, train reception and dispatch register, FOIS register, LTM register, PDD register, Goods shed placement register, T/39 Register and other

3.1.3 <u>Unit wise Deputation and Work Distribution of TNC Category in ADRA Division:</u>

- (1) BKSC (Bokaro): Bokaro is a giant Rly establishment in term of train operations that deals 80-90 Goods trains per day. It consists of 5 Yards i.e., Inward yard, Out ward yard, Empty yard, Departure Yard & Hump Yard. There are 8 Cabins namely A-Cabin, C-Cabin, D-Cabin, E-Cabin, F-Cabin, G-Cabin, M-Cabin & N-Cabin. They caters service for Bokaro Steel Plant (BSP), PVJT Cement Plant, Bandhdih Electro Steel Plant & HBTI Oil Siding. Presently 29 TNC category staff posted at BKSC. The TNCs are deputed in 5 locations in this point like (i) AREA OFFICE (ii) BKDC (iii) BKEY (iv) BKEC and (iv) STATION
- (1/a) <u>AREA OFFICE:</u> 6 TNCs along with 2 Incharge i.e., total 8 head of this category are pinpointed for performing FOIS input and all other FOIS related work at this point.
- (1/b) <u>BKDC (Departure)</u>: BKDC is departure yard consists of 14 lines. With lots of Shunting operations conducted by Three Shunting Engine round the clock. 03 TNCs are deputed in this location who are responsible to perform both ground work on yard and in FOIS in roster wise.
- (1/c) <u>BKEC (Inward)</u>: BKEC is inward yard consists of 7 lines. 03 TNCs +01 (RG) are deputed in this location who are responsible to perform both ground work on yard and in FOIS in roster wise.
- (1/d) <u>BKEY (Empty)</u>: BKEY is Empty yard consists of 7 lines. 03 TNCs are deputed in this location who are responsible to perform both ground work on yard and in FOIS in roster wise shift duty. In addition to that 01 TNC is deputed for work pertains to ROH depot.
- (1/e) <u>BKSC STATION</u>: 01 TNC is deputed in general shift performing duties of Caution order coach.
- (1/f) MID –NIGHT + SICK +GS: To conduct mid-night figure, Sick line position, and Goods Shed related functions 03 TNCs are deputed for this purpose. Performed duty from Area Office. Maintaining T-39 from GS
- (1/g) MCDO: For preparing MCDO, PCDO figure of entire BKSC, 01 TNC is deputed particularly.
- (1/h) <u>DEMARAGE:</u> 02 TNCs are deputed for evaluating demarage earned from Steel Plant and maintaining T-39 Register.
- (1/i) <u>ALL YARD</u>: In addition to the above 03 TNCs are performed field and office work in entire BKSC location.

- (2) ANR (Anara): Anara is a crew point. Other than crew changing, power change or power interposing of 05-06 trains in a day taken place in this point. Moreover one slipper siding is existing at ANR with load of average 02 rakes per month. 06 TNCs are posted here out of them 04 are performed duty at FOIS terminal and 02 in CMS terminal on shift according to roster. The CMS terminal is manned by learned Gr 'D' staff in the remaining period.
- (3) <u>ADRA STATION</u>: ADRA is a Junction Station having 4 pair of originating/terminating trains, 01 Pair of train that de-amalgamate/amalgamate and a power reversal train. Being a divisional head quarters attachment of special carriage and other train operational work is regular feature. 05 TNCs are posted at ADRA Station who dealt with assigned duties of trains clerk both at field and COIS in 24 Hrs in rotation of Shift.
- (4) <u>ADRA YARD</u>: ADRA yard consist of 5 Dn, 4 Up and 4 Shunting lines. In addition to that 1 RE Siding, 1 FCI Siding, Sick Line and Wagon Repair Shop is existing for which trains operations are taken place. 05 TNCs are posted in this point to perform assigned trains job in roaster basis. However 01 TNC under muster Roll of this point is actually working in Divisional Control office on temporary basis.
- (5) <u>ADRA CONTROL OFFICE</u>: Trains portion of Divisional control office at ADRA is managed by 24 Trains clerk category. There are 03 FOIS terminal and 01 COIS terminal and a proposed COA terminal is existing. To manned the 3 nos of FOIS terminals, 13 men are utilized and 5 heads are for manning the COIS terminal. 01 TNC is deputed in manning Caution Order duty along with 1 SCR and 1 OS in shift duty. 05 TNC are engaged in Stock.
- (6) <u>BJE STATION</u>: BJE is one of the busiest point in terms of train operations in ADRA Division. The yard is having 10 lines in UP and 14 Dn lines where continuous shunting movement occurred that include marshalling of peace mill stock, sick line movement and other. Average 70-75 Trains are dealt per day in this yard. This point caters service for nearby sidings vig, Sudamdih, Jamadoba, M/L Siding (MHQ), Link (MHQ), Bhelatand, Munidih, Bhaga, BG Siding. 02 TNC Category staff are deputed per shift to cope up trains job in this yard. In which 01 TNC is specifically remain engaged in FOIS Terminal and other in field work. 10 TNCs in all is posted at BJE.

- (7) SNTD STATION: SNTD caters service for two siding vig, BWS (Bhojudih Washery Siding) & STPS (Santhaldih Thermal Power Station). At BWS incoming loads with Raw Coal are placed in siding and as a output Washed Coal and Middling coal are loaded in wagon for dispatch. As on average 15-16 i/c loaded rakes and 12-13 O/G loaded rakes are dealt in this siding. The placement, drawn-out and other shunting movements are operated by Operating staff under supervision of 01 STJM-I. The details of placement time, release time, Demurrage (if any) are repeated to Weigh Bridge SNTD. The FOIS terminal at Weigh Bridge is operated by Commercial staff posted at Weigh Bridge for this siding. No TNC is posted for this siding. STPS is busier siding around 30-35 rakes are dealt per month for this siding. 02 TNC is posted for performing Trains job for this siding. The details of timings and other information are repeated to ADRA dor entry in FOIS.
- (8) MHQ: Maintaining register of supply & drawing of rakes to MHQ base sidings, and detention & turn round figures. 01 TNC is posted at this point. And FOIS entry.
- (9) <u>DMA</u>: Damodar is serving for IISCO Siding and Radhanagar Siding. 04 TNC are posted in this location who works from panel office located inside the siding. Average 350-360 rakes (I/C + O/G) dealt by IISCO, of which placement time, release time, position of Engine, BPC and all relevant trains related work are conducted by TNC. Demurrage charges, Wharfage charges are prepared by Goods Supervisor of commercial department as per memo of TNCs. Entry in FOIS terminal are also conducted by Commercial staff. In addition to that co-ordination between IISD Authority and Rly. through control/Adra., Preparing guidance for local supply after releasing rakes and all other field job of Trains are conducted by TNCs.
- (10) <u>BURN</u>: 03 TNCs are posted at BURN however they actually work as chaser at Andal under E.Rly for the trains of SER. To provide rest 01 TNC from DMA perform 03 days work t this place.
- (11) <u>UNDER SR.DOM/ADRA</u>: Sending compliance report of Officers' inspection & assist DTI/SFY- ADA

CHAPTER-IV

4.0 CRITICAL ANALYSIS

The post of Trains Clerk is basically created in view of performing different works related to trains operations as a assisting role play for primary operating work force like Yard Mater, Controller & Station master. According to operating manual CTNC or Head TNC, has overall responsibility for the efficient working of the trains' branch. Below them, there are Head TNCs/Sr.TNCs/TNCs, who may be on shift duties or during day duty only, depending on the work load of the Yard. These Trains Clerks are entrusted with comparatively important work in the trains branch like preparation of Marshalling Yard statistics, maintenance of the Yard Balance Register, Daily Stock Taking etc. To perform such duties in Station or Yard or Control they are imparted with basic compulsory training in ZRTI. At ZRTI they have to cover syllabus including basic knowledge of Signal, Marshalling Yard, Components of yard, WW Bill, VG, Census, different Register maintained in yards and basic concept of FOIS & COIS.

The pattern of working in marshalling yards has changed drastically after reducing peace mill operations in yards. In the changed scenario, introduction of on-line computer base modern system changed the working pattern of operating staff along with TNC. After installation of such modules in Control, Yard or Station, the TNCs are deputed there to operate them in which they are not very conversant. Meanwhile the departmental promoted aged staff are hardly able to adopt the modern technique involved in these terminals. In other side the costly man power who are adapt in performing field work of TNCs are wasted just in operating simple module like CMS, PAM.

Utilization of competent man power on proper work and in proper place is one of the key factors of organization's success in long run. The productivity depends upon proper man power planning. In the subjected study it has observed that such trained category staff who are competent in field job in big marshalling yard, Sick line, Stations and other places for performing different trains job are utilized in computer terminals for data entry like work. In the other side some senior (aged) staff and some promote staff who are quite conversant in field work but not conversant with modern computer based work are deputed to perform duty in these module. These resulted overall poor outcomes.

Delhi division of NR has adopted a policy to overcome this problem and planned for outsource of specialized man power having wholesome knowledge of computer operation so that can operate FOIS, COIS, PAM, CMS module efficiently.

In line of the Delhi Division, our Rly may go for outsource of man power for performing particularly computer based modules like FOIS, COIS, PAM, CMS in phase wise and utilizing the TNCs who are at present performing job in these terminals may utilize in field and the excess may be suitably re-deployed in different categories of services.

The progress and modernization of communication i.e., various online modules are not only speedup transfer of information but at the same time it reduced use of Dak runner, Peon and other category staff those were utilized for transferring Dak i.e., files, documents, papers etc. from one place to other viz., delivering morning position in the residence of the operating officers. Meanwhile some literate Gr 'D' staff are being utilized in operating computer based module like CMS terminal at ADRA Station for Guards. Similarly one shift of CMS at ANR is also managed by this category staff. Learned Gr 'D' staff are also utilized in other job as at MHQ there is only 01 TNC is posted for all work, in his day to day round the clock job is assisted by Station Staff in his absence.

In view of need base requirement, the existing Peon Category staff Posted at Stations, Control Office, Sr. DOM's office and under DTIs are utilized properly and there is hardly any scope of reducing the present on-roll strength, however the implementation of not only different module for data transfer but also the use of E.Mail, Whatsapp etc reduces need of Peons for transferring papers, files and documents hence there is no need of fill-up the vacancy existing at present in this category.

CHAPTER-V

5.0 <u>RECOMMENDATIONS</u>:

NB:

<u>Recommendation – I</u>: To get prompt, specialized and efficient service from computer based train operation modules vig, FOIS, COIS, PAM, CMS, COI, expertise staff having specialized knowledge in computer operation is required to be utilized, Hence, skilled man power having expertise knowledge in data entry and other computer based operation may be import through engaging outsource agency. As such, the portion of TNC category and other category staff who at present are utilized for manning these terminals may depute to perform their actual services. As per proposed re-distribution as appended in Annexure-I, It is seen that after out sourcing of man power for performing job in Computer Terminal, 64 TNC Category staff may retain by the division for performing their real job, hence the excess 26 (90-64) may redeployed in suitable place with suitable job like SM/OS or other. At the same time recommended to **Surrender 35** (99-64) **Posts** (in which are 09 Vacant) of this category outright.

<u>Recommendation – II</u>: In view of reduced need of Peons for the purpose of transferring dak i.e., papers, files, documents etc. from one place to other. The justification of feeling up the vacant posts of this category is hardly exists as such it has recommended to **surrender the vacant 16 (73-57) Posts** of this category out right.

1. Fresh Pin Pointing and other details for the TNC Category is appended in Annexure –I

2. NIT of Delhi Division appended in Annexure – II (as reference)

CHAPTER-VI

6.0 Financial Evaluation:

In reference to the recommendations made in the study report the financial evaluation on the basis of surrendering '35' Posts of TNC & 16 Posts of Peon is as under:-

| | SURRENDER/REDEPLOYMENT OF 51 Posts | | | | | | | | | | |
|------------|------------------------------------|-----------------|--------------|------|--|--------------|------------------------|-------------------------|--|--|--|
| Srl No. | Desgn | Scale of pay | No. of posts | GP | Mean Pay (19900+63200/2) (Level-2) (18000+56900/2) (Level-1) | DA @ 11 % | Monthly cost per staff | Total Cost Per Month | | | |
| 1 | TNC | 5200- 20200 | 35 | 1900 | 41,500 | 4,565 | 46,065 | 16,12,275 | | | |
| 2 | PEON | 5200- 20200 | 16 | 1800 | 37,450 | 4,120 | 41,570 | 1,03,370 | | | |
| | TOTAL | | 51 | | | | | 17,15,645 | | | |

The annual savings on account of surrender of '51' Posts = Rs. 17, 15, 645 x 12

= Rs. 205,87,740/-

Say = Rs. 206 lacs per annum approx

Annexure-I

| | ı | ı | 1 | | 1 | | | _ | <u>mnexure-1</u> |
|----------|-------------|-----------|-------------|-----------|-------------|--------------|--------------------|-----------|---------------------------|
| Srl. | Station | Total No | No of Staff | No. of | No of staff | Recommen | Recomme | Recomme | Remarks/ |
| No | | of Ch.TNC | deputed in | staff | work both | ded staff to | nded Man | nded no | Recommended |
| | | / Sr. | CMS/FOIS/ | perform | field and | be | power to | of posts | revised Pin - |
| | | TNC/TNC | COIS/PAM | ed field | Module | redeployed | be | to be | Pointing |
| | | INC/INC | | | | | outsource | surrender | 1 Omining |
| | . 1 (GFR) Y | | | work | _ | | • | 0 | |
| 1 | Adra/STN | 5 | | | 5 | 0 | 0 | 0 | 5 |
| 2 | Adra/Yd | 5 | | | 5 | 0 | 0 | 0 | 5 |
| | | | 12 EOIG | | | | 3FOIS:9 | | 03 FOIS terminal 01 |
| | 4 DD 4 | | 13 FOIS | | | | | | COIS terminal 01 |
| 3 | ADRA | 24 | 5 COIS | | | 14 | 1COIS: 3 | 14 | COA terminal |
| | CONTROL | | 5 STOCK | | | 1. | 1 COA:3 | 1. | To manage stock |
| | | | 1 C/O | | | | | | and supervision 10 |
| | | | | | | | | | Ch TNC may retain. |
| | | | | | | | | | In view of light |
| 4 | ANR/STN | 6 | 4 FOIS | ** | ** | 4 | CMS: 3 | 4 | Field work. 2 staff |
| - | | | 2 CMS | | | - | FOIS: 3 | 7 | may retain for |
| | | | | | | | | | supervision |
| | | | | | | | 3 | | 5 posts of TNC may |
| 5 | BJE/STN | 10 | 1 / Shift | 1 / Shift | 0 | 5 | | 5 | retain for outdoor |
| | | | | | | | (1/Shift) | | work |
| | | | | | | | | | 2 Posts is for |
| 610 | BKSC/Area | 8 | 6 | 0 | 0 | 6 | 6 | 6 | supervision as |
| 6/a | office | 0 | O | U | 0 | 6 | (2/ <i>Shift</i>) | 0 | incharge as per |
| | 33 | | | | | | (), | | present system |
| 6/b | BKDC | 3 | | | 3 | 0 | 0 | 0 | 4 |
| 6/c | BKEC | 4 | | | 4 | 0 | 0 | 0 | 4 |
| 6/d | BKEY | 4 | | | 4 | 0 | 0 | 0 | 4 |
| | | | | | | | | | Presently utilized in |
| 6/e | BKSC | 1 | | | | 0 | 0 | 0 | non-related work, may |
| 0/0 | Station | 1 | | | | | U | U | be utilized in Area |
| | | | | | | | | | /BKDC 0 |
| 6/f | Midnight+ | 3 | 3 | | | 0 | 0 | 0 | 3 |
| 6/g | MCDO | 1 | | | | 0 | 0 | 0 | 1 |
| 6/h | DC | 2 | 2 | | | 0 | 0 | 0 | 2 |
| 6/i | All Yard | 3 | | | 3 | 0 | 0 | 0 | 3 |
| Bk | KSC Total | 29 | 6 | | | 6 | 6 | 6 | 23 |
| 7 | BURN | 3 | | | | | | 0 | 3 work as Chaser, may |
| | (actually | | | | | | | | be re-designated as |
| | at UDL) | | | | | | | | DTI/Mov or other |
| 8 | DMA | 4 | | | 4 | 0 | 0 | 0 | 4 |
| 9 | MHQ | 1 | | | 1 | 0 | 0 | 0 | 3 May be posted |
| _ | | 1 | | | 1 | | 3 | • | from surplus |
| 10 | SNTD/STN | 2 | | 2 | | 0 | 0 | 0 | 3 May be posted |
| | | _ | | _ | | | 3 | • | from surplus |
| | Sr.DOM/ | | _ | | | | _ | | • |
| 11 | Office | 1 | 1 | | | 0 | 0 | 0 | 1 |
| | ADRA / | | | | | | | | CMS Adra is |
| 12 | CMS | 0 | Gr D | | | | 3 | 0 | manned by Gr D |
| — | Total | 90 | | | | 29 | 33 | | 64 |
| <u></u> | า บเลเ | 90 | | | 1 | 49 | 33 | | 04 |