

दक्षिण पूर्व मध्य रेलवे
SOUTH EAST CENTRAL RAILWAY

कार्यालय
वरिष्ठ उपमहाप्रबंधक, बिलासपुर



Office of the
Sr. Dy. General Manager, Bilaspur.
Tel.No. 64006(Rly), 07752-414229

पत्र सं. No. WS/Box Boy-Review/ 1398

दिनांक Dated: 27.06.2019

The PCOM, PCEE,
DRM/BSP, DRM/R, DRM/NGP
S.E.C. Railway,
Bilaspur.

Sub: Work study on "Review of Box Boy Category/Activity in Electrical(OP), Mechanical & Operating Department of Bilaspur, Raipur & Nagpur Division with Cost Benefit Analysis."


Ref.: (i) This office letter No. WS/ Box Boy-Review/557, dated 08.03.2019.
(ii) This office letter No. WS/ Box Boy-Review/580,675, dated 26.04.2019, 23.05.2019.

The study of Box Boy category/activity in Electrical (OP), Mechanical & Operating Department of Bilaspur, Raipur & Nagpur Division has been carried out to review the existing cadre strength vis-a-vis work load and for elimination of Line Box of LP & Guard and replacement of Line Box by Line Briefcase/Trolley Bag & Kindle/Tablet keeping in view of Railway Board's instructions for beneficial to the Railway administration (Cost Reduction & Operations Improvement). Draft study report vide letter under reference was sent to PCOM, PCEE, DRM/BSP, DRM/R & DRM/NGP followed by two reminders to furnish the remarks on the draft report. But only reply from Sr. DEE(OP)/NGP is received wherein the recommendation of work study report has been agreed in his remarks submitted to PCEE, PCOM & DRM/NGP. Hence, the draft study report is finalised.

The work study report contains an analysis of expenditure in existing system of working (Line Box loading/unloading) and proposed system of working (Elimination of Line Box by providing Line Briefcase/Trolley Bag & Kindle/Tablet to LP/Guard). The work study report contains recommendation for surrender of 75 surplus post of Box Boy [15 vacant posts in First phase & 60 post in Second phase after implementation of proposal of elimination of Line Box by providing Line Briefcase & Kindle/Tablet to LP/Guard and live men (Box Boy) may be redeployed as Helper/TA/MTS or other suitable category in Electrical/Operating department as per extant rules]. There will be saving in huge amount of fund per year.

Therefore in view of above, it is requested that suitable instructions may be given to concerned officers for implementation of the work Study report and copy of surrender memorandum may be sent to this office so that progress of implementation of work study can be advised to Railway Board accordingly.

This has the approval of SDGM.


(S. N. Pattnaik) 27/6/19

Asst. Work Study Officer
For Sr. Deputy General Manager

Encl: 1 work study report.

Copy along with one copy of work study report is forwarded to:-

- 1) The Executive Director, E&R (ME), Railway Board for kind information.
- 2) Secretary/SECR for kind information of GM.



SOUTH EAST CENTRAL RAILWAY

WORK STUDY CELL

Work study report on

Review of
Box Boy Category/Activity in
Electrical (OP), Mechanical & Operating Deptt. of
Bilaspur, Raipur & Nagpur Division with Cost Benefit Analysis

OVER S.E.C. RAILWAY



WORK STUDY CELL
S. E C. RAILWAY
BILASPUR

STUDY NO.
SEC/ 05/2019-20

SOUTH EAST CENTRAL RAILWAY

WORK STUDY REPORT

ON

Review of
Box Boy Category/Activity in
Electrical (OP), Mechanical & Operating Deptt. of
Bilaspur, Raipur & Nagpur Division with Cost Benefit Analysis

OVER S.E.C. RAILWAY

GUIDED BY
SRI AMIT KUMAR SINGH
SR.DY. GENERAL MANAGER

LED BY
SRI S. N. PATTNAIK
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CONDUCTED BY

SRI VIKAS KUMAR SINHA
CH. WORK STUDY INSPECTOR

WORK STUDY CELL
S. E. C. RAILWAY
BILASPUR

STUDY No.
SEC/ 05/2019-20

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SUMMARY OF RECOMMENDATIONS & SUGGESTIONS

Rec. No.	Description	Para Ref.
<u>RECOMMENDATIONS:</u>		
1.	<p>In order to saving in manpower costs and improving operational efficiency, it is recommended that Line Box of Loco Pilot & Guard of Bilaspur, Raipur and Nagpur Division should be eliminated and the same to be replaced by Line Briefcase & Kindle/Tablet and surrender of post of Box Boy existing under Operating & Electrical (OP) Department of Bilaspur & Nagpur Division.</p> <p>Therefore, it is proposed to provide Line Briefcase/Trolley Bag & Kindle/Tablet to all Loco Pilot & Guard of Bilaspur, Raipur & Nagpur Division.</p>	3.9.1
2.	<p>Out of total sanctioned of 75 posts of Box Boy of Electrical (Op), Operating & Mechanical Department in Bilaspur & Nagpur Division, 14 surplus vacant posts of Box Boy of Operating Deptt. & 01 vacant post of Box Boy of Mechanical Deptt. in Bilaspur Division should be surrendered in First Phase and balance 60 posts should be surrendered in second phase after implementation of proposal of elimination of Line Box by providing Line Briefcase & Kindle/Tablet and live men may be redeployed as Helper/TA/MTS or other suitable category in Electrical/Operating department subject to fulfillment of other terms and conditions.</p>	3.9.2
3.	<p>Thus, recurring savings to the tune of Rs. 5,90,28,090/- say Rs. 590 lakh Per annum can be achieved after implementation of proposal of elimination of Line Box by providing Line Briefcase/Trolley Bag & Kindle/Tablet and surrender of Box Boy post.</p>	3.9.3

CHAPTER – I

INTRODUCTION

1.0 Box Boy in Electrical (OP), Operating & Mechanical Department/BSP, RAIPUR & NGP DIV.:

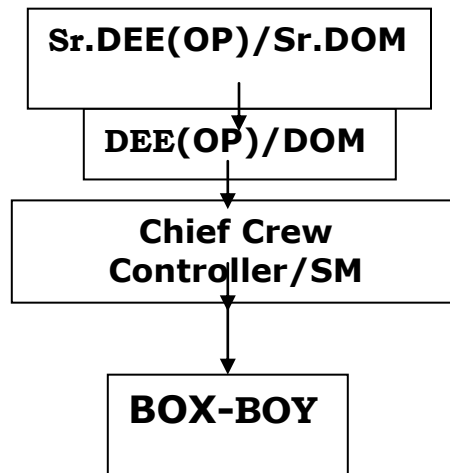
- 1.1** As per directives of SDGM, Work study team has undertaken the study of Box Boy category/activity in Electrical (OP), Mechanical & Operating Department of Bilaspur, Raipur & Nagpur Division to review the existing cadre strength vis-a-vis work load and for elimination of Line Box of LP/Guard and replacement of Line Box by Line Briefcase & Kindle/Tablet keeping in view of Railway Board's instructions for beneficial to the Railway administration.
- 1.2** In transportation system of railways, Loco Pilots & Guards from Electrical(OP), Mechanical & Operating side use to maintain their duties throughout division proceeding train from one Crew changing points to another. Over Bilaspur division, there are 07 crew changing points i.e. Bilaspur, Korba, Raigarh, Brajrajnagar, Shahdol, Bijuri & Karonji. The Loco Pilots & Asstt. Loco Pilots from Electrical (OP) are being managed by Chief Crew Controller at Crew changing points. Similarly, in Raipur Division, there are 04 Crew changing points at DUG, R , BMY & RSD and in NGP Division, there are 06 Crew Changing points at NGP, DGG, G, CWA, MIB & NAB.

Box Boys are normally responsible for carrying line boxes containing personal and official belongings of Loco Pilots/Guards. The boxes are required to be loaded/unloaded in the Loco & B/van of nominated trains for Loco Pilots/Guards. To load the line box on loco/Brake Van before movement of train, Box boys are required at every crew changing point. Many times train detention occurs due to not loading of Line Box on loco/B/Van in time.

1.3 Duties of Box Boy: - Main duties of Box Boy are:

- i. Box boys are responsible for loading & unloading of line Boxes of Loco Pilots and Guards in the nominated outgoing & incoming trains.
- ii. Collection of line boxes from various location for stacking at proper place safely etc.

1.4 ORGANIZATIONAL SET UP :-



1.5 Railway Board's Reference:-

Vide Railway Board's L. No. 2018/E&R/10(10)/5 dated 20.04.2018 regarding "Good Work Done" 25 Best Practices reported by Railway units, Board have instructed in Para No. (2) that the Loco Pilot/Guard Line Box may be replaced by fixed Tool Box and Trolley Bag with Tablet PC with Loco Pilot & Guard which will result in Cost Reduction & Operations Improvement.

1.6 Methodology:

The following methodology has been adopted for conducting the study:

- (i) Unit visit,
- (ii) Collection of relevant data,
- (iii) Examination of records,
- (iv) Direct observations regarding working of staff,
- (v) Interaction with officers and staff,
- (vi) Critical Analysis .

CHAPTER- II

2.0 OBSERVATIONS:-

2.1 Cadre Strength:- The cadre strength of Box Boy in Electrical (OP), Operating & Mechanical Departments of Bilaspur, Raipur & Nagpur Division as per data collected is as under:

S#	Category	GP/Level	Div.	Deptt.	Sanction	On Roll	Vac
1	Box Boy	1800/L-1	BSP	Elect.(OP)	45	45	00
2				Optg.	28	14	14
3				Mech.	01	00	01
4			RAIPUR	Elect.(OP)	00	00	00
5				Optg.	00	00	00
6				Mech.	00	00	00
7			NGP	Elect.(OP)	00	00	00
8				Optg.	01	01	00
9				Mech.	00	00	00
Total					75	60	15

2.2 List of Equipments/contents of Line Box of LP/Guard: At present, the following equipments/ contents are provided by Lobby in Line Boxes of Loco pilot & Guard :

2.2.1 List of Equipments in Line Box of Loco Pilot:

S#	Description of Equipments	Quantity
1	Green Signal Flag	01
2	Red Signal Flag	02
3	TSD(Trouble shooting Directory)	01
4	Portable Telephone	01
5	Detonator	01 Box (10 no.)
6	Tri color Torch	01
7	Hammer with wooden Handle	01
8	Chisel	01
9	Pin Punch	01
10	Cutting Pliers	01
11	Screw Driver small	01
12	Screw Driver big	01
13	Pipe Wrench 12"	01
14	Adjustable Wrench 8"	01
15	DE Spanner 10x 12 mm	01
16	DE Spanner 30x 32 mm	01
17	DE Spanner 17x 19 mm	01
18	Wedging Clamp	06
19	Guard & Driver Hand Book (Extract of G&SR, Operating Manual & Accident Manual)	01
20	Working Time Table (BSP, R, NGP)	01
21	Walkie-Talkie	01
22	Driver's personal Log Book	01
23	Traction Operating Manual	01

2.2.2 List of Equipments in Line Box of Guard:

S#	Description of Equipments	Quantity
1	Working Time Table	01
2	Guard & Driver Hand Book (Extract of G&SR, Operating Manual & Accident Manual)	01
3	Guard's Memo Book	01
4	Green Signal Flag	01
5	Red Signal Flag	02
6	Detonator	01 Box (10 no.)
7	Tri color Torch	01
8	Tail Board	01
9	Tail Lamp	01
10	Padlock	03
11	Washers	04
12	Vaccum Gauge Indicator	01
13	Air Pressure Gauge Indicator with Quick Coupler	01
14	Clamp with padlock with key	01
15	Portable Telephone	01
16	Resetting Key (For Pass/Mail/ Exp)	01
17	Carriage Key (For Pass/Mail/ Exp)	01
18	Guard Passenger Certificate (For Pass)	06
19	Passenger Complaint Book	01
20	First Aid Box (For Pass/Mail)	01
21	ARM Band (For Pass/Mail)	01
22	Whistle (For Pass/Mail)	01
23	Walkie-Talkie	01

Line Box Size- Length- 55 C.M., Width- 32 C.M. & Height – 32 C.M. Weight – 15-18 kg (Approx)

2.5 Existing system of loading / unloading of LP's & Guard's line boxes:

In the existing system, Box Boys are working separately for Electric/Op, Mechanical and Optg. departments for loading/unloading of line boxes of LP and Guard respectively. Their cadre and seniority are also maintained separately. At some of the lobbies/Crew changing points of Bilaspur division, box loading / unloading activity have been fully outsourced by individual department and run successfully. Whereas, at some of the lobbies of Bilaspur Division, Box loading/unloading activity are fully carried out by Box boys departmentally. At some of the lobbies/Crew changing points of Bilaspur Div., Box loading / unloading activity are carried out by both departmentally and outsourcing.

2.6 DRAWBACK IN THE EXISTING SYSTEM:-

More or less in every division at crew changing points, often goods trains and in some cases Mail Express trains are being detained for want of particular individual line box of Loco Pilots/Guards.

Work study team has observed that the present system of working i.e. loading/unloading of line boxes by Box-Boys renders unfavourable productivity i.e. detention of trains for the few reasons are as under:-

- (i) Absenteeism.
- (ii) Absconding from duty.
- (iii) Physical problems associated with old age.
- (iv) As there is no promotional avenue in this category, the staff loses the interest in working.
- v) As there is no fresh recruitment in Box Boy category .

CHAPTER-III

3.0 CRITICAL ANALYSIS & RECOMMENDATIONS:-

- 3.1 Present System of Line Box handling:** At present Departmental Box-Boys or Contractual staffs are being utilized for loading/unloading of line boxes of Loco Pilots & Guards at different Crew changing points or stations in Bilaspur, Raipur & Nagpur Division. Box Boy activity in Raipur and Nagpur Division has been completely outsourced whereas Box Boy activity in Bilaspur Division are done by either departmental Box Boy or outsourcing staff. Box Boy activity at most of the lobbies/stations of Bilaspur division has been outsourced by individual department either Optg. or Elect(Op). except Raigarh and Bilaspur station (Guard's line box for UP trains only).

The review of Box Boy category/activity has been carried out in view of existing working system, proposed system of elimination of Line Box and savings in manpower cost and for operational improvement.

- 3.2** Line Box contains tools, manuals and other materials weighing approx 15-20 Kg for LP and 30 Kg for Guard. These heavy line Boxes are carried on the head by Box Boy while loading or unloading is a strenuous job. The method is primitive and carrying loaded box on head especially in the new millennium is considered below human dignity. Moreover, these boxes on Platform occupy space and hinder public movement.

3.3 Railway Board's Reference:

Vide Railway Board's L. No. 2018/E&R/10(10)/5 dated 20.04.2018 regarding "Good Work Done" 25 Best Practices reported by Railway units, Board have instructed in Para No. (2) that the Loco Pilot/Guard Line Box may be replaced by fixed Tool Box and Trolley Bag with Tablet PC with Loco Pilot & Guard which will result in Cost Reduction & Operations Improvement.

Board have fixed the target for implementation of above work in three month's time and asked for a feed back in this regard. For implementation of Tool Box and Trolley Bag with Tablet to LP/Guard, Vadodara (BRC) Division of WR has been awarded 3rd Best Innovation Award.

3.4 Proposed System of Replacement of Line Box by Line Briefcase & Kindle/Tablet:

There are several occasions where the trains are detained for delay in loading of Line Box in Engine & B/van. To improve efficiency and reduce financial burden on Railways, it is proposed that the present system of loading/unloading of Line box through Box Boys may be replaced by providing "Line Briefcase/Trolley Bag/Air Bag" & Kindle/Tablet to all Loco Pilots and Guards as their personal belongings which they can carry by themselves. The approximate cost of one trolley bag/suitcase/air bag is Rs. 4000/-(Approx) which can be given to all LP/Guard on reimbursement towards purchase of trolley bag/suitcase/air bag. Reimbursement can be made after every two years. Tools and safety items like detonator, flag, torch, etc. may be kept in the line briefcase.

At present Loco Pilot/Guard Line Box contains G&SR, Operating Manual, Accident Manual, LP/Guard Hand Book, Loco TSD, Working Time Table. The approx. weight of these items are 5 kg. and their costing are as under:

S#	Items	Cost (Approx.)	Remarks
1	G&SR	170	
2	Operating Manual	165	
3	Accident Manual	130	
4	Trouble Shooting Directory	172	
5	LP/Guard Hand Book	230	
6	Working Time Table yearly (400x3)	1200	
	Total cost	2067	

Books/Manuals like G&SR, Operating Manual, Accident Manual, Loco TSD are available in the digital form at the Internet. Books like Working Time Table, LP/Guard Hand Book & ACS (Addendum & Corrigendum Slips) issued from time to time regarding rules & working of trains can be kept in digital form by the concerned departments (Electrical (OP) & Operating). All above mentioned items may be replaced by providing "KINDLE/TABLET" to all Loco Pilot/Guards. The approximate cost of one Kindle/Tablet is Rs. 11000/- and its weight is approx. 300 gm. All the above books may be downloaded and kept in soft form in KINDLE/TABLET so that they can read easily and update their knowledge. Reimbursement can be done after every three years.

Thus Loco Pilot/Guard Line box may be replaced by trolley bag/line brief case and Tablet PC with Loco Pilot /Guard.

3.5 Division-wise Cadre Position (Actual) of Loco Pilot, Guard & Box Boy in SECR:

Division	Loco Pilot	Guard	Box Boy
Bilaspur	1355	1096	59 (45 under Elect.(OP)+ 14 under Optg.)
Raipur	555	416	00
Nagpur	633	445	01 (under Optg.)
Total	2543	1957	60

3.6 Analysis of Expenditure & Financial Evaluation:

(A) Expenditure in Existing system of working (Line Boxes loading/unloading):

(i) Expenses on Departmental Box Boys:

Total cadre of Box Boy in BSP/NGP Divn.	Average Cost on per Box Boy per month	Total Yearly expenses
29 under Optg.+ 45 under Elect.(OP)+01 under Mech. =75	40820	60x40820x12= 2,93,90,400/-
Out of 75 posts, 60 are on roll and 15 are vacant.		

(ii) Expenses on Outsourcing (Box Boys) of loading/unloading of Line Boxes:

Division	Total yearly expenses on outsourcing (Box Boy) of Box loading/unloading (approx.)	Remarks
Bilaspur	18300000	Departmental+Outsourcing.
Raipur	21100000	Completely Outsourced
Nagpur	8390090	Completely Outsourced
Total	4,77,90,090	

(iii) Expenses in Printing of Manual and Books:

S#	Items	Average Cost	Total Expenses of Manuals& Books kept in Line Box for LP/Guards
1.	LP/Guard Hand Book	130	4500x1560=7020000/- (LP-2543 & Guard-1957 i.e total 4500)
2.	Trouble Shooting Directory	230	
3.	Working Time Table (400x3)	1200	
Total cost		1560/-	7020000/-

(iv) Total Expenses Per Year :

$$\begin{aligned}\text{Total} &= \text{(i)} + \text{(ii)} + \text{(iii)} \\ &= 2,93,90,400 + 4,77,90,090 + 70,20,000 \\ &= 8,42,00,490/-\end{aligned}$$

(B) Expenditure in Proposed system of working (i.e Elimination of Line Box by providing Line Briefcase & Kindle/Tablet to LP/Guard):

(i) Expenses on Line Briefcase/Trolley Bag/Suitcase/Air Bag:

Cost of Bag =Rs. 4000/- (approx. per piece)

Expenses for 2 years as Line Briefcase/Trolley Bag may be provided on every 02 years interval.

S#	Category	Total No.	Bag Cost	Total Cost
1.	Loco Pilot	2543	4000	4000x2543= 1,01,72,000
2.	Guard	1957	4000	4000x1957= 78,28,000
Total Cost for 02 years				1,80,00,000
Per Year Cost = 90,00,000				

(ii) Expenses on KINDLE/TABLET:

Cost of KINDLE/TABLET =Rs. 11000/- (approx. per piece)

Expenses for 3 years as Kindle may be provided on every 03 years interval.

S#	Category	Total No.	Kindle Cost	Total Cost
1.	Loco Pilot	2543	11000	11000x2543= 27973000
2.	Guard	1957	11000	11000x1957= 21527000
Total cost for 03 years				4,95,00,000
Per Year Cost = 1,65,00,000				

(iii) Total Expenses Per Year:

$$\begin{aligned}\text{Total} &= \text{(i)} + \text{(ii)} \\ &= 90,00,000 + 1,65,00,000 \\ &= \mathbf{2,55,00,000/-}\end{aligned}$$

(C) NET SAVINGS Per year:

$$\begin{aligned}\text{Net Savings} &= \text{(A)} - \text{(B)} \\ &= 8,42,00,490 - 2,55,00,000 \\ &= \mathbf{5,87,00,490/-}\end{aligned}$$

Thus, Annual Recurring Savings of Rs. 5,87,00,490/- per annum can be achieved after the implementation of elimination of Line Box by providing Line Briefcase & Tablet and surrender of Box Boy post.

3.7 Proposal For Line Briefcase/Trolley Bag/Air Bag in lieu of Line Box:

To eliminate the Line Box of Loco Pilot and Guard in Bilaspur, Raipur and Nagpur Division, following steps should be taken which will be beneficial to the administration in following ways.

(A) LOCO PILOT (PASSENGER+GOODS):

1) Line briefcase issued to the Loco Pilot will contain following tools:-

S.N.	Item Description	Quantity	Weight (approx.)	Remarks
1	Shorting Clip	01	620 gm	
2	Chain Pulling Key	01	140 gm	
3	Detonators Box (1 Box-10 piece of Det.)	01	475 gm	
4	Wheel Skid Gauge	01	105 gm	
5	EM Contactor Wedge	02	120 gm	
6	VEPT Wedging Clamp	01	170 gm	
7	Plier Insulated 200mm	01	385 gm	
8	Red + Green Flag	01+02	400 gm	
9	Screw Driver 150mm	01	185 gm	
10	Screw Driver 50mm	01	40 gm	
11	Ball pen hammer	01	520 gm	
12	Pipe Wrench 12"	01	1490 gm	
13	Wooden Wedge for BP Pipe	01	180 gm	
Total weight			4880 gm	

2) Loco Pilot will keep the following items in his bag which will weigh about 1.5 Kgs.

S.N.	Item Description	Quantity	Weight	Remarks
1	Kindle	01	305 gm	
2	VHF Set +Spare Battery	01+01	855 gm	
3	Loco Pilot Diary	01	185 gm	
4	LED Tricolor torch	01	250 gm	
Total weight			1595 gm	

Line briefcase issued to the Loco Pilot will weigh approximately less than 6.5 Kgs. Due to less weight of briefcase, it will be easily carried out by a single person.

(B) GUARDS:

(a) PASSENGER GUARDS

Line bag issued to the Passenger Guard will contain following tools:-

Sr. No.	Items	Quantity	Weight (approx.)	Remarks, if any
1.	Detonators	1 Box	475	
2.	H.S. Lamp	1	250	
3.	Tail Lamp	1	150	
4.	Tail Board	1	50	In acrylic sheet
5.	H.S. Flag (Red + Green)	2 + 1	400	
6.	Guard's Certificate Book	1	50	

7.	Public Complain Book	1	100	Limited Foils
8.	Pad Lock with Key	4	400	
9.	Arm Band	10 Nos.	100	
10.	Carriage Key	1	50	
11.	ACP Resetting Key	1	50	
12.	First Aid Box	1	350	
13.	Whistle	1	10	
14.	Guard Rough Journal	1	350	
15.	M.U. Washers	3	15	
16.	Walkie –Talkie	1	685	With spare battery
17.	Safety Folder	1	10	
18.	KINDLE	1	305	
		TOTAL	3500 gm.	

(b) GOODS GUARD

Line bag issued to the Goods Guard will contain following tools:-

Sr. No.	Items	Quantity	Weight in Grams	Remarks, if any
1.	Detonators	1 Box	475	
2.	H.S. Lamp	1	250	
3.	Tail Lamp	1	150	
4.	Tail Board	1	50	In acrylic sheet
5.	H.S. Flag (2 Red + 1 Green)	2 + 1	400	
6.	Guard Rough Journal	1	250	
7.	B.P. Pressure Gauge	1	400	
8.	Walkie-Talkie with spare battery	1	685	
9.	KINDLE	1	305	
10.	Safety Folder	1	10	
		TOTAL	2975 gms.	

Line briefcase issued to the Guard will weigh approximately 3.5 Kgs. Due to less weight of briefcase, it will be easily carried out by Guards directly from home to working place and vice-versa.

3.8 ADVANTAGES OF ELIMINATION OF LINE BOXES:

Benefits of elimination of Line Boxes are as under:

- Cadre of Box Boy will be eliminated by surrendering of post. Monetary beneficial to Railway.
- Avoids detention to trains due to late loading/unloading of line box. Mobility of train operations will improve.
- Printing cost of Rule Books & Working Time Table will be reduced.
- At present Rule Books are kept in Line Boxes so no Driver & Guard read at home. In case of Kindle/Tablet they can read these Rule Books and update their knowledge anywhere and may see the particular rule easily.
- Crew/Guard change in trains at Road side stations/sidings when required will become easier.
- This will give better look at platform as no line box will be available at platform and better space utilisation.
- Net Savings from 03 Divisions(BSP, R, NGP) of SECR per year is approx. Rs. **5,87,00,490/-**

3.9 RECOMMENDATIONS & SUGGESTIONS:

On the basis of above observations and critical analysis, following recommendations and suggestions are made:

- 3.9.1** In order to saving in manpower costs and improving operational efficiency, it is recommended that Line Box of Loco Pilot & Guard of Bilaspur, Raipur and Nagpur Division should be eliminated and the same to be replaced by Line Briefcase/Trolley Bag & Kindle/Tablet and surrender of post of Box Boy existing under Operating & Electrical (OP) Department of Bilaspur & Nagpur Division . Therefore, it is recommended to provide Line Briefcase/Trolley Bag & Kindle/Tablet to all Loco Pilot & Guard of Bilaspur, Raipur & Nagpur Division.
- 3.9.2** Out of total sanctioned of 75 posts of Box Boy of Electrical (Op), Operating & Mechanical Department in Bilaspur & Nagpur Division, 14 surplus vacant posts of Box Boy of Operating Deptt. & 01 vacant post of Box Boy of Mechanical Deptt. in Bilaspur Division should be surrendered in First Phase and balance 60 posts should be surrendered in second phase after implementation of proposal of elimination of Line Box by providing Line Briefcase & Kindle/Tablet and live men may be redeployed as Helper/TA/MTS or other suitable category in Electrical/Operating department subject to fulfillment of other terms and conditions.
- 3.9.3** Thus, recurring savings to the tune of Rs. 5,90,28,090/- say **Rs. 590 lakh** Per annum can be achieved by replacement of Line Box with Line Briefcase/Trolley Bag & Kindle/Tablet and surrender of Box Boy post.

CHAPTER-IV

4.0 FINANCIAL EVALUATION & RESULTS:-

(A) Savings due to surrender of 75 surplus posts (15 vac) of Box Boy of BSP Div.:-

Design.	Level (7th CPC)	G.P. (6th CPC)	Pay Structure (7th CPC)	No. of Post to be surrendered	Mean pay of the level	Cost per Month per staff (Mean Basic pay+ D.A. @ 9%)	Total cost per month (in Rs.)	Total cost per year (in Rs.)
Box Boy	Level-1	1800	18000- 56900	75	37450	40820	3061500	3,67,38,000
TOTAL				75				

Thus, recurring savings to the tune of Rs. 3,67,38,000 say Rs. 367 lakh per annum can be achieved due to surrender of 75 posts of Box Boy from Electrical (OP), Operating & Mechanical Department of BSP Div. and Operating Department of Nagpur Division and surrender memorandum to be issued by Sr. DPO/BSP/NGP/SECR .

(B) Savings after eliminating of outsourcing of Box Boy activity(Loading/unloading of Line Box of LP/Guard) of BSP/R/NGP Div.:- Rs. 4,77,90,090/- (approx.)

(C) Expenditure in Proposed system of working (i.e Elimination of Line Box by providing Line Briefcase & Kindle/Tablet to LP/Guard): Rs. 2,55,00,000/-

$$\begin{aligned} \text{(D) NET SAVINGS PER ANNUM (Approx.)} &= \text{(A)} + \text{(B)} - \text{(C)} \\ &= (3,67,38,000 + 4,77,90,090) - 2,55,00,000 \\ &= \text{Rs. 5,90,28,090/-} \end{aligned}$$

Thus, total recurring savings to the tune of Rs. 5,90,28,090/- say 590 lakh per annum can be achieved after the implementation of elimination of Line Box by providing Line Briefcase/Trolley Bag & Tablet and surrender of Box Boy post.
