

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/Rly. Sch.-BMY/ 591

दिनांक Dated: 29.04.2019

The Divisional Railway Manager,  
S.E.C. Railway,  
Raipur.

Sub: Work study on "Review of existing cadre strength vis-a-vis workload of Railway School/BMY of Personnel Department in Raipur Division."

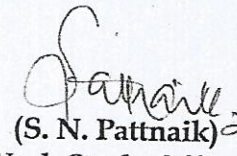
Ref.: (i) This office letter no. WS/ Rly. Sch.-BMY/1652 dated 10.12.2018.  
(ii) This office letter no. WS/ Rly. Sch.-BMY/99, 406 dated 18.01.2019, 12.03.2019.

The work study of Railway Mixed Higher Secondary School/BMY of Personnel Department in Raipur Division has been conducted to review the existing workload vis-a-vis cadre strength in view of student strength, norms, outsourcing/eliminating of non-core activities and in order to savings in manpower costs. Draft study report vide letter under reference was sent to DRM/R & PCPO/SECR followed by two reminders addressed to Sr. DPO/R to furnish the remarks on the draft report. But no reply is received so far. Hence, the draft study report is finalised.

The study report contains recommendation for surrender of 13 surplus vacant posts [PGT-2, TGT-03, HM-1, PST-05, Chowkidar-02] in 1<sup>st</sup> phase and remaining 37 surplus live posts after closure of school in 2<sup>nd</sup> phase.

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) 29/4/19

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.
- 3) PCPO/SECR/BSP for kind information and necessary action.
- 4) Sr. DPO/Raipur for kind information and necessary action.





## **SOUTH EAST CENTRAL RAILWAY**

### **WORK STUDY CELL**

Work study report on

**Review of Existing Work load vis-à-vis Cadre strength of  
Railway School, BMY of Personnel Department  
in Raipur Division**

OVER S.E.C. RAILWAY



**WORK STUDY CELL  
S. E C. RAILWAY  
BILASPUR**

STUDY NO.

**SEC/ 02/2019-20**

**SOUTH EAST CENTRAL RAILWAY**

**WORK STUDY REPORT**

ON

**Review of Existing Work load vis-à-vis Cadre strength of  
Railway School, BMY of Personnel Department  
in Raipur Division**

OVER S.E.C. RAILWAY

**GUIDED BY**

SRI AMIT KUMAR SINGH  
**SR.DY. GENERAL MANAGER**

**LED BY**

SRI S. N. PATTNAIK  
**ASST. WORK STUDY OFFICER**

**CONDUCTED BY**

SRI A. C. BEHERA  
**CH. WORK STUDY INSPECTOR**

SRI V. K. SINHA  
**CH. WORK STUDY INSPECTOR**

**WORK STUDY CELL  
S. E. C. RAILWAY, BILASPUR**

**STUDY No.  
SEC/02/2019-20**

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## **SUMMARY OF RECOMMENDATION & SUGGESTION**

<b>S. #</b>	<b>Description</b>	<b>Para ref.</b>
	On the basis of direct observation and critical analysis, following recommendation and suggestions are made:	
	<b><u>RECOMMENDATION:-</u></b>	
1.	<p><b><u>Rly. Mixed Higher Secondary School/BMY:</u></b></p> <p>In view of less strength of Railway employee's wards in this school, availability of 05 non-Railway schools including one Kendriya Vidyalaya nearby Railway School/BMY and considering non-core activity &amp; in order to savings in manpower cost, it is recommended to close down the Railway School/BMY after completion of academic session 2019-20. The admission in class IX &amp; XI may be closed from 2019-20 and so also no fresh admission in any class from academic session 2019-20. In this regard, the provision laid down in MC-18 and other extant rules may be followed.</p> <p>Thus, all 13 vacant posts (PGT-02, TGT-03, HM-01, PST-05, Chowkidar-02) out of total sanctioned of 50 posts are found surplus and should be surrendered in First Phase. And remaining 37 live posts should be surrendered in Second Phase after closure of school.</p> <p>After closure of Railway School/BMY, live men(Teaching &amp; Non-Teaching staff) may be redeployed in suitable category in Personnel or other department as per need subject to fulfillment of other terms and conditions (as per extant rules).</p>	3.3.1
2.	The money value of surrendered posts can be utilised for creation of safety & essential posts as per need.	3.3.2
	<b><u>SUGGESTION:-</u></b>	
1.	The existing utilization of Contract Teachers on contract basis for Primary, High, Higher section & computer class may be continued till closure of school, if required.	3.3.3

# **CHAPTER-I**

## **INTRODUCTION**

### **1.0 RAILWAY SCHOOL /BMY/ RAIPUR DIVISION :**

- 1.1** Indian Railways has set up Railway schools at various locations across the country primarily with a view to provide better educational facilities to the wards of railway employees.

Earlier, Railway Mixed Higher Secondary School/BMY was affiliated with Chhattisgarh Board with Hindi medium, further in the year 2014 this school has been affiliated to CBSE. At present the classes from 1 to 9 are operated in English medium and 10 to 12<sup>th</sup> in Hindi medium.

The study of Railway School/BMY in Raipur Division has been undertaken to review the existing workload and requirement of Teaching and Non-Teaching staff in view of student strength, norms, improve efficiency by implementing the multi skilling/MTS concept and outsourcing/eliminating of non-core activities.

- 1.2** The operating/working expenses are increasing year after year. It is therefore imperative that to keep the working expenses within financially viable limits, the Railways have no alternative but to reduce the expenses from all the corners. The major portion of expenses being staff expenses all out efforts have to be made to curtail it.

Manpower is the most costly and precious resource over Indian Railway and rightsizing is the need of the hour.

Vide Railway Board's L. No. E(MPP)2016/1/59 dated 10.01.2017 regarding "Effecting savings in manpower costs", wherein it has been stated that more non-core activities which are not directly related with train operations and safety can be outsourced.

- 1.3** At present only 01 Railway school in Raipur Division is running at BMY under the control of Sr. DPO/Raipur and existing status of the school is given below:

<b>Name of School</b>	<b>Location</b>	<b>Estd. Year</b>	<b>Student strength</b>	<b>Std. From -To</b>	<b>Affiliation/Recognition</b>	<b>Med.</b>	<b>School Timing</b>
Railway Mixed Higher Secondary School, BMY.	BMY zone-II, Charoda	1964	478	I to XII	CBSE	English/Hindi	8:20 – 14:30 hrs.

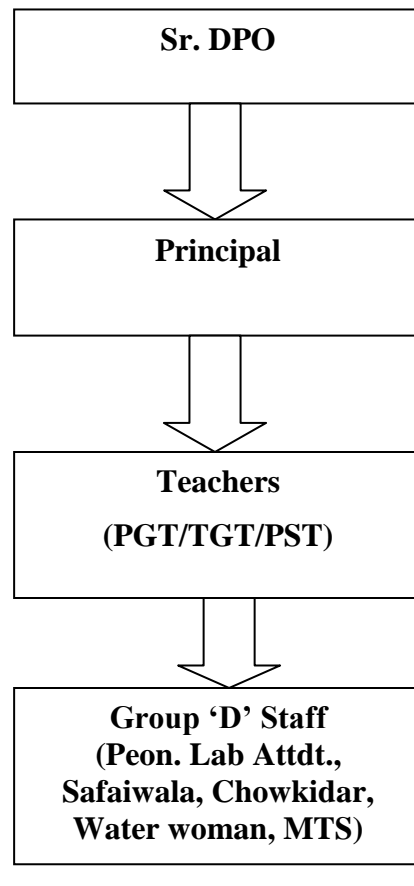
### **1.4 Methodology:**

The following methodology has been adopted for conducting the work study:

- (i) Unit visit
- (ii) Collection of relevant data,
- (iii) Examination of records,
- (iv) Direct observations regarding working of staff,
- (iv) Interaction with officers and staff,
- (v) Critical Analysis,
- (vi) Eliminating/outsourcing non-core activity,
- (vii) Applied norms.

**1.5****Functional Organizational Chart:**

Functional Organization Chart of Railway School/BMY is as under:



## CHAPTER-II

### **2.0 OBSERVATIONS :**

**2.1 Staff Position:** The cadre strength of Railway Mixed Higher Sec. School/BMY in Raipur Division as per Book of sanction/Raipur and data collected is as under:

S#	Category	P.B.	Level	Sanc.	Actual	Vac
<b>Teaching Staff:</b>						
1.	Principal	78800-209200	L-12	01	01	00
2.	PGT	47600-151100	L-8	07	05	02
3.	TGT	44900-142400	L-7	11	08	03
4.	HM	44900-142400	L-7	01	00	01
5.	PST	35400-112400	L-6	14	09	05
7.	CT	44900-142400	L-7	01	01	00
8.	PET	44900-142400	L-7	01	01	00
<b>Total</b>				<b>36</b>	<b>25</b>	<b>11</b>
<b>Non-Teaching Staff:</b>						
9.	Lab Attendant	18000-56900	L-1	03	03	00
10.	Chowkidar	18000-56900	L-1	04	00	04
11.	Water Woman	18000-56900	L-1	01	00	01
12.	Peon	18000-56900	L-1	04	06	-02
13.	Safaiwala	18000-56900	L-1	02	02	00
14.	MTS	18000-56900	L-1	00	01	-01
<b>Total</b>				<b>14</b>	<b>12</b>	<b>02</b>
<b>Grand Total</b>				<b>50</b>	<b>37</b>	<b>13</b>
<b>NOTE: 05 Contract Teachers</b> (03 as PGT for class XI & XII , 01 for class VI –IX & 01 for Computer science) are working against the vacant posts. <b>Therefore,</b> <b>Total sanctioned posts=50</b> <b>Actual=42 (37 Regular + 5 Contract Teachers)</b> <b>Vacancy = 08</b>						

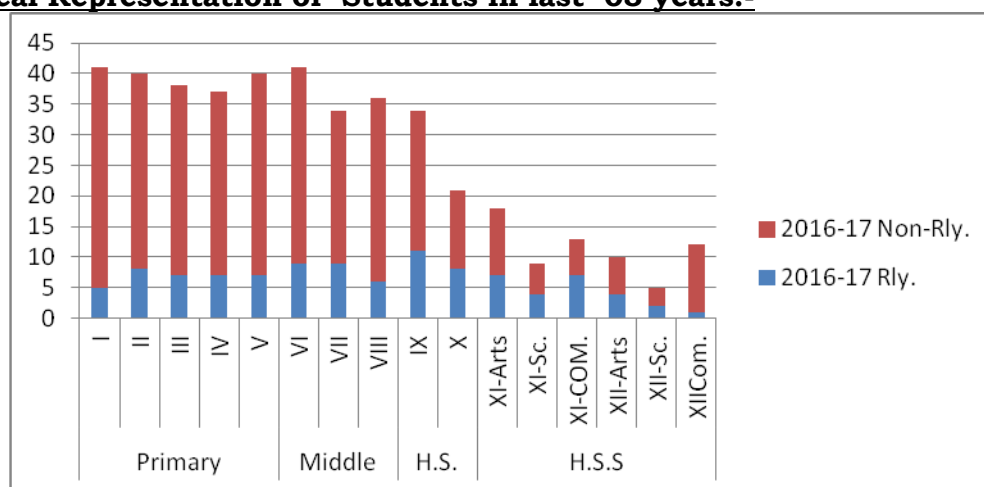


## 2.2 Comparative Position of Student strength of Rly. Mixed Higher Secondary School/ BMY during 2016-17, 2017-18 & 2018-19:

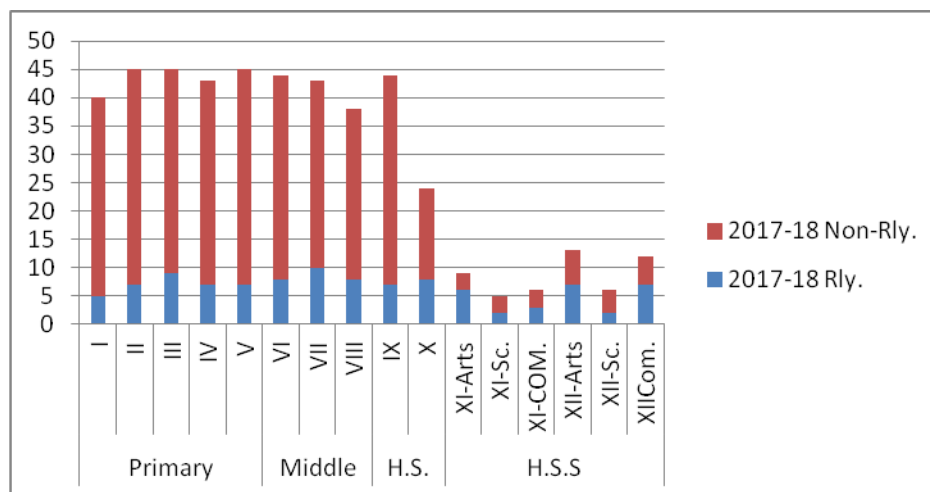
As per direct observation & available data, the comparative figure of student strength year-wise at Railway School/BMY of Raipur division is given below:

Class		2016-17		2017-18		2018-19	
		Rly.	Non-Rly.	Rly.	Non-Rly.	Rly.	Non-Rly.
Primary	I	05	36	05	35	08	34
	II	08	32	07	38	08	36
	III	07	31	09	36	07	38
	IV	07	30	07	36	07	39
	V	07	33	07	38	07	38
Sub Total		34	162	35	183	37	185
Middle	VI	09	32	08	36	07	38
	VII	09	25	10	33	07	38
	VIII	06	30	08	30	13	35
H.S.	IX	11	23	07	27	08	35
	X	08	13	08	16	08	18
Sub Total		43	123	41	142	43	164
H.S.S	XI-Arts	07	11	06	03	04	06
	XI-Sc.	04	05	02	03	01	09
	XI-COM.	07	06	03	03	04	05
	XII-Arts	04	06	07	06	04	05
	XII-Sc.	02	03	02	04	02	03
	XIICom.	01	11	07	05	03	03
Sub Total		25	42	27	24	18	31
Total		102	327	103	349	98	380
Grand Total		429		452		478	

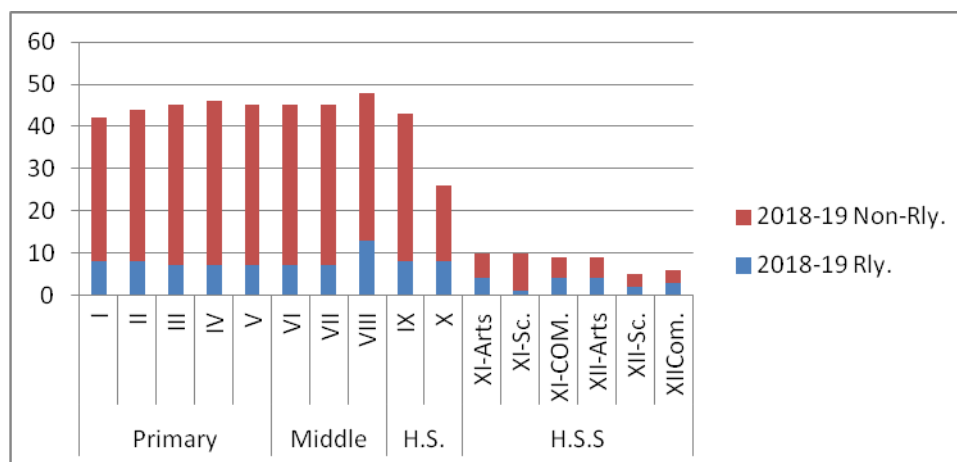
## 2.3 Graphical Representation of Students in last 03 years:-



**2016-17**



### 2017-18



### 2018-19

#### **2.4 Performance of Rly. Mixed Higher Secondary School/BMY:**

Year	H.S.(X)	H.S.S.S.C.(XII)	Arts	Science	Commerce
2016	82%	80%	72%	83%	100%
2017	90%	56%	20%	80%	75%
2018	100%	44%	42%	50%	42%

#### **2.5 Fee Collection particulars of Railway School/BMY in last 03 years:-**

Year	Class	No. of student	Fee structure (Yearly)	Fee collected(approx)
<b>2016-17</b>	I-V	196	3000	588000
	VI-VIII	111	4000	444000
	IX-XII	122	5000	610000
	<b>Total</b>	<b>429</b>		<b>1642000</b>
<b>2017-18</b>	I-V	218	3000	654000
	VI-VIII	125	4000	500000
	IX-XII	119	5000	595000
	<b>Total</b>	<b>462</b>		<b>1749000</b>
<b>2018-19</b>	I-V	222	3000	666000
	VI-VIII	138	4000	552000
	IX-XII	118	5000	590000
	<b>Total</b>	<b>478</b>		<b>1808000</b>

## **2.6 Infrastructure/Facilities available in Rly. Mixed Higher secondary School (MHSS)/BMY:**

Total Area=25621 Sq. Mts.

Total class - I to XII

Medium of teaching – English/Hindi

Principal of School - Dr. S. K. Singh (In-charge)

No. of Teaching staff = 29 (Sr. PGT = 03, PGT =02, TGT=08, PST=09, CT=01, PET=01 & Contract Teacher = 05)

No. of Non-teaching staff (Gr. D )=12

Total no. of students= 478 (Rly.= 98, Non-Rly.= 380)

Streams available- Arts, Science& Commerce.

School Time= 8:20 – 14:30 hrs. (For Teachers =8:20 – 15:30 hrs)

Lab facility – Available.

Library facility – Available.

Playground – Available.

Art & Craft Room – Not available

Biometric Attendance System – Available for staff.

CCTV – Available

Smart Class - Available

Outsourcing Activities – Total 05 contract teachers (01 for Computer, 04 PGT for Commerce, History, Economics and Chemistry subject) are deployed.

## **2.7 Existing Deployment of Teaching Staff:**

<b>S#</b>	<b>Name</b>	<b>Design.&amp; Subject dealt</b>	<b>Activities dealt</b>	<b>Avg. No. of period taken Per week</b>
1.	Dr. S. K. Singh	Principal (Sr.PGT/Physics)	Overall in-charge of school. Teaching class XI to class XII.	-
2.	Smt. D. Luxmi	Sr.PGT (Math)	Teaching class XI to class XII.	25
3.	Shri B. D. Singh	PGT (Geography)	Teaching class XI to class XII. Conducting inspection of classes.	25
4.	Smt. Anupma Goswami	PGT (Biology)	Teaching class XI to class XII.	25
5.	Smt. Ranjana Prasanno	PGT(Hindi)	Teaching class XI to class XII.	25

<b>S#</b>	<b>Name</b>	<b>Design.&amp; Subject dealt</b>	<b>Activities dealt</b>	<b>Avg. No. of period taken Per week</b>
6.	Smt. Kalawati Devi	TGT(Arts)	Teaching class VI to class X.	30
7.	Shri K. S. Rao	TGT (Maths)	Teaching class VI to class X.	30
8.	Shri Y. L. Aurase	TGT (Math)	Teaching class VI to class X.	30
9.	Smt. Jaishri Manker	TGT (Arts)	Teaching class VI to class X.	30
10.	Shri Rajeev Billaiya	TGT (Math)	Teaching class VI to class X.	30
11.	Shri Paras Ram	TGT (Maths)	Teaching class VI to class X.	30
12.	Shri S. K. Dwivedi	TGT (Eng)	Teaching class VI to class X.	30
13.	Shri B. L. Kumawat	TGT (Sanskrit)	Teaching class VI to class X.	30
14.	Shri S. B. S. Pal	Craft Teacher (Art & Craft)	Teaching class I to class X.	30
15.	Shri Amitabh Prakash	PET(Sports)	Teaching class I to class X.	30
16.	Smt. Shanta Anand	Sr. PST (All Sub.)	Teaching class I to class V.	30
17.	Smt. S. Sandiya	Sr. PST	Teaching class I to class V.	30
18.	Smt. Prabhalata Brahme	Sr. PST (All Sub.)	Teaching class I to class V.	30
19.	Smt. Sangita Rani Lal	Sr. PST	Teaching class I to class V.	30
20.	Smt. Sangita DP Sinha	Sr. PST (All Sub.)	Teaching class I to class V.	30
21.	Sri V. K. Thakur	PST	Teaching class I to class V. Deals with office related work & Library.	25
22.	Sri M. K. Swarnkar	PST (All Sub.)	Teaching class I to class VIII.	30
23.	Shri Dhawle Yogesh Tarachand	PST	Teaching class I to class V.	30
24.	Shri Subodh Kumar	PST (All Sub.)	Teaching class I to class V.	30
25.	Shri Keshav Kumar	Contract PGT (History)	Teaching class XI to class XII.	30

26.	Arshi Farheen Khan	Contract PGT (Commerce)	Teaching class XI to class XII.	30
27.	Shri Narendra Kumar	Contract PGT (Economics)	Teaching class XI to class XII.	30
28.	Meeteshwari Shakar	Contract TGT (Chemistry)	Teaching class VI to class X.	30
29.	Shraddha Yadav	Contract Teacher (Computer)	Teaching class III to class X.	30

## 2.8 Existing Deployment of Non-Teaching Staff:

S#	Name	Desgn.	Activities dealt
1.	Smt. Kiran Sondhiya	Lab. Attendant	Utilised for cleaning of Lab Room & handling of Apparatus.
2.	Sri Suraj Kumar	Lab. Attendant	Utilised for cleaning of Lab Room & handling of Apparatus.
3.	Sri L.S. Tekam	Lab. Attendant	Utilised for cleaning of Lab Room & handling of Apparatus.
4.	Sri Bhagat Kr. Pilley	Peon	Utilised for Group D works and Chowkidar activity.
5.	Sri Tulsi Das	Peon	Utilised for various Group D works and Chowkidar activity.
6.	Sri R.K. Sahu	Peon	Utilised for various Group D works and Chowkidar activity.
7.	Sri Haro lal Dey	Peon	Utilised for various Group D works and Chowkidar activity.
8.	Smt. Neeta Deshmukh	Peon	Utilised for various Group D works.
9.	Smt. Asha	Peon	Utilised for various Group D works.
10	Kumari Seema Devi	MTS	Utilised as Gatekeeper.
11	Sri Doman Lal	Safaiwala	Utilised for cleaning of school building & campus from 06.00 – 14.00 hrs.
12	Sri Deepak Puri	Safaiwala	Utilised for cleaning of school building & campus from 06.00 – 14.00 hrs.

## 2.9 Availability of Non-Railway Schools:-

Following Non-Railway schools are situated within 2-3 km. of Railway School/BMY :-

1. Kendriya Vidyalaya, BMY.
2. Govt. Higher Secondary School, Choroda.
3. Jyoti High School, BMY
4. Satpati High School, Choroda.
5. Govt. H.S. School, Dev Boloda.

## **CHAPTER-III**

### **3.0 CRITICAL ANALYSIS & RECOMMENDATIONS :-**

Work Study Team critically analyzed the requirement of Teaching & Non-Teaching staff based on the existing work load, No. of students in school, No. of periods per Teacher/day, norms, outsourcing/eliminating non-core activities, applied norms and discussion held with Principal and Teachers. As many Private schools have come up in the surrounding of the Railway areas within 3 km radius including one Kendriya Vidyalaya, most of the Railway staff are lured by them & due to provision of Children Education Allowance, they approached to admit their wards to these Private schools for better educational facilities. The patronage of Railway schools which were in demand is decreasing day by day.

As per provision of Children Education Allowance, Railway employees get a reimbursement of Rs. 2250/- per child per month i.e. Rs. 27000/- per academic year and Rs. 6750/- per child per month i.e. Rs. 81000/- per academic year in case the child is admitted to Boarding school which encourage the employees to admit their wards in Private schools.

### **3.1 Rly. Mixed Higher Secondary School /BMY:**

#### **3.1.1 Reduction of Student strength:**

The student strength of Railway School/BMY in the year 2013-14 was 609. The present student strength of this school is 478 which has come down as compared to the previous year (2014 onwards) by around 20%. The total student strength of this school is 478 out of which only 98 students belong to Railway employee's wards and 380 students belong to non-Railway. The percentage of Railway employee's wards to total student strength is about 20%.

#### **Comparative Particulars of Railway & Non-Railway students:**

The student strength of Railway Mixed Higher Secondary school/BMY during the year 2016 to 2018 are as under;

Year	Railway employee's children	Non-Railway employees' children	Total	% of Railway children to total students
2016	102	327	429	24%
2017	103	349	452	23%
2018	98	380	478	20%

The above table implies that participation of children of Railway employees in this school is bare minimum i.e. 20%, whereas Railway has to bear the establishment cost of staff of this school which is very high. The public outside Railway are mainly being benefitted out of this school.

Due to the declining strength of Railway wards, there is no justification for the continuance of Railway school/BMY.

#### **3.1.2 Existing Deployment of Teaching & Non-Teaching staff :**

At present one Principal is working as overall in-charge of this school. Besides this 29 Teachers (05 PGT, 08 TGT, 09 PST, 01 PET, 01 CT & 05 Contract Teachers) and 12 non-teaching staff are working in this school. There are 13 posts in different categories lying vacant.

#### **3.1.3 Railway Board's Reference:**

**Vide Railway Board's letter No. E(W)2000/SC2/Master Circular/18, dated 31.05.2001 wherein it is stated that effort should be made to progressively**



**close down the existing Railway Schools matching the expansion of Kendriya Vidyalayas & other non-Railway schools.**

**In Railway areas where there is a concentration of Railway employees and the educational facilities made available by the State/Central Govt. and local/private agencies are found absent or inadequate to meet the needs of the children/wards of Railway employees, the Ministry Railways have decided, as a matter of policy, to get established Kendriya Vidyalayas preferably in civil sector in Railway colonies which will, while meeting the needs of the employees reduce our financial burden on the administration of the schools.**

There are 05 non-Railway schools (including 01 Kendriya Vidyalaya) available within 2-3 km. of Railway School/BMY (Refer Para 2.9).

#### **3.1.4 Analysis of Expenditure and Earning of Railway School/BMY:**

- I. The existing sanctioned strength of staff in Railway School/BMY is 50 and on roll staff is 42 (37 Departmental + 05 Contract).
- II. Average Yearly Expenditure on Establishment of School staff comes to Rs. 343 Lacs approx plus maintenance cost of School. (details given in Para 4.0).
- III. Average Yearly Income (Fee collected from students) of Railway School/BMY in the year 2018-19 is Rs. 1808000. (details given in Para-2.5)
- IV. Thus, there is huge amount of difference  $(33814320 - 1808000 = 32006320)$  say **Three Twenty Lakhs per annum** between expenditure and earning of Railway School/BMY which indicates that presently this school is being run on the huge loss.
- V. Considering the above facts in present scenario, there is need to close down the Railway School/BMY in order to savings in manpower costs.

#### **3.1.5 *Vide Railway Board's L. No. E(MPP)2016/1/59 dated 10.01.2017 regarding "Effecting savings in manpower costs", wherein it has been stated that more non-core activities which are not directly related with train operations and safety can be outsourced.***

As school activity is a non-core activity, this activity should be reduced.

Hence in view of above, it is recommended to close down the Railway School/BMY after completion of academic session 2019-20. The admission in class IX & XI may be closed from academic session 2019-20 and so also no fresh admission in any class from academic session 2019-20. The present students of this school who are studying in class IX & XI may be continued till academic session 2019-20 so that they can complete their class X & XIIth Board from this school. Moreover, parents of children/students who are studying in class I-VIII may be informed regarding closure of this school well in advance (i.e before commencement of academic session 2019-20) by the school administration so that they can admit their wards in other schools accordingly. However, the existing students of class I-VIII may continue their study in this school till the end of academic session 2019-20.

In this regard, the existing provision envisaged in Master Circular-18 and other extant rules may be followed scrupulously.

After closure of Railway School/BMY, live men (Teaching & Non-Teaching staff ) may be redeployed in suitable category in Personnel or other department as per need subject to fulfillment of other terms and conditions (as per extant rules).

#### **3.1.6 Benchmarking:**

As per Railway Board's instructions, the manpower is to be brought down at the level of IRABM. As per latest Benchmarking of Manpower Productivity Ratios Report of September 2018 issued by the Director (E&R) / Railway Board, the IR Average Benchmark of Personnel Department is 11.0 Men per'000 staff whereas Benchmark of Personnel Department/Raipur Division is 12.4 which is higher than IR Average Benchmark.

**3.2 Summary of Sanction, Present & Proposed staff strength of Railway School/BMY/ Raipur Division:**

S#	Category	Sanc.	On Roll	No. of Surplus vacant posts to be surrendered in 1 <sup>st</sup> phase.	No of Surplus posts to be surrendered after closure of the school.
<b>Teaching Staff:</b>					
1.	Principal	01	01	00	01
2.	PGT	07	05	02	05
3.	TGT	11	08	03	08
4.	HM	01	00	01	00
5.	PST	14	09	05	09
6.	CT	01	01	00	01
7.	PET	01	01	00	01
<b>Total</b>		<b>36</b>	<b>25</b>	<b>11</b>	<b>25</b>
<b>Non-Teaching Staff:</b>					
8.	Lab Attendant	03	03	00	03
9.	Chowkidar	04	00	02	02
10.	Water Woman	01	00	00	01
11.	Peon	04	06	00	04
12.	Safaiwala	02	02	00	02
13.	MTS	00	01	00	00
		<b>14</b>	<b>12</b>	<b>02</b>	<b>12</b>
<b>Grand Total</b>		<b>50</b>	<b>37</b>	<b>13</b>	<b>37</b>

**3.3 RECOMMENDATION & SUGGESTION :**

On the basis of above observation and critical analysis, the following recommendations & suggestions are made as under:

**3.3.1 Rly. Mixed Higher Sec. School/BMY:**

In view of less strength of Railway employee's wards in this school, availability of 05 non-Railway schools nearby Railway School/BMY including one Kendriya Vidyalaya and considering non-core activity & in order to savings in manpower cost, it is recommended to close down the Railway School/BMY after completion of academic session 2019-20. The admission in class IX & XI may be closed from 2019-20 and so also no fresh admission in any class from academic session 2019-20. In this regard, the provision laid down in MC-18 and other extant rules may be followed.

Thus, all 13 vacant posts (PGT-02, TGT-03, HM-01, PST-05, Chowkidar-02) out of total sanctioned of 50 posts are found surplus and should be surrendered in First Phase. And remaining 37 live posts should be surrendered in Second Phase after closure of school.

After closure of Railway School/BMY, live men (Teaching & Non-Teaching staff) may be redeployed in suitable category in Personnel or other department as per need subject to fulfillment of other terms and conditions (as per extant rules).

3.3.2 The money value of surrendered posts can be utilised for creation of safety & essential posts as per need.

**Suggestions:**

3.3.3 The existing utilization of Contract Teachers on contract basis for Primary, High, Higher section & computer class may be continued till closure of school, if required.

## **CHAPTER-IV**

### **4.0 FINANCIAL EVALUATION & RESULTS :**

#### **4.1 First Phase: Savings due to surrender of 13 identified surplus vacant posts:-**

<b>Design.</b>	<b>Level (7<sup>th</sup> CPC)</b>	<b>G.P. (6<sup>th</sup> CPC)</b>	<b>Pay Structu re (7<sup>th</sup> CPC)</b>	<b>No. of Post to be surren dered</b>	<b>Mean pay of the level</b>	<b>Cost per Month per staff (Mean Basic pay+ D.A. @ 9%)</b>	<b>Total cost per month (in Rs.)</b>	<b>Total cost per year (in Rs.)</b>
PGT	Level- 8	4800	47600- 151100	02	99350	108290	216580	2598960
TGT	Level- 7	4600	44900- 142400	03	93650	102080	306240	3674880
HM	Level- 7	4600	44900- 142400	01	93650	102080	102080	1224960
PST	Level- 6	4200	35400- 112400	05	73900	80550	402750	4833000
Chowkidar	Level- 1	1800	18000- 56900	02	37450	40820	81640	979680
<b>TOTAL</b>				<b>13</b>				<b>133,11,480</b>

Thus, recurring savings to the tune of **Rs. 133,11,480** say **Rs. 133 lakhs** Per annum can be achieved due to surrender of 13 posts of PGT/TGT/PST/Chowkidar from Railway School/BMY of Personnel Department/Raipur Div. and surrender memorandum to be issued by Sr. DPO/R.

**4.2 Second Phase: Savings due to surrender of 37 surplus posts after closure of School:-**

<b>Design.</b>	<b>Level (7<sup>th</sup> CPC)</b>	<b>G.P. (6<sup>th</sup> CPC)</b>	<b>Pay Structu re (7<sup>th</sup> CPC)</b>	<b>No. of Post to be surren dered</b>	<b>Mean pay of the level</b>	<b>Cost per Month per staff (Mean Basic pay+ D.A. @ 9%)</b>	<b>Total cost per month (in Rs.)</b>	<b>Total cost per year (in Rs.)</b>
PGT	Level- 8	4800	47600- 151100	05	99350	108290	541450	6497400
TGT	Level- 7	4600	44900- 142400	08	93650	102080	816640	9799680
PST	Level- 6	4200	35400- 112400	09	73900	80550	724950	8699400
CT	Level- 7	4600	44900- 142400	01	93650	102080	102080	1224960
PET	Level- 7	4600	44900- 142400	01	93650	102080	102080	1224960
Lab. Attd.	Level- 1	1800	18000- 56900	03	37450	40820	122460	1469520
Peon	Level- 1	1800	18000- 56900	04	37450	40820	163280	1959360
Chowkidar MTS/Peon	Level- 1	1800	18000- 56900	04	37450	40820	163280	1959360
Safaiwala	Level- 1	1800	18000- 56900	02	37450	40820	81640	979680
<b>TOTAL</b>				<b>37</b>				<b>338,14,320</b>

Thus, recurring savings to the tune of **Rs. 338,14,320** say **Rs. 338 lakhs** Per annum can be achieved due to surrender of 37 posts of PGT/TGT/PST/Chowkidar/Safaiwala/Peon/Lab Attendant from Railway School/BMY of Personnel Department/Raipur Div. and surrender memorandum to be issued by Sr. DPO/R.

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