

**REVIEW
OF
STAFF STRENGTH
OF
CMA OFFICE
OF
ENGINEERING DEPARTMENT
WORKING
AT
DHANBAD**

(ECR/Effi/WSR/DHN/19-20/19)

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**WORK-STUDY CELL
East Central Railway
HAJIPUR**

EXECUTIVE SUMMARY

Study No.	ECR/Effi/WSR/DHN/19-20/19
Subject	REVIEW OF STAFF STRENGTH OF CMA OFFICE OF ENGINEERING DEPARTMENT WORKING AT DHANBAD .
Area	DHANBAD DIVISION
Division	DHN
Department	ENGINEERING .
Terms of Reference	Assessment of Man Power requirement
Total No. of	01
Recommendations	
No. of posts recommended for surrender	40
Financial Implication	308.38 lac
Month of Circulation	July, 2019

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TERMS OF REFERENCE

The study has been conducted under the following terms of references:

- a) To review of staff vis-a-vis workload of CMA office of Engineering Department at Dhanbad with a view to identify the surplus manpower in unit.

- b) To assess the effective utilization of staff working under CMA of Engineering Department at Dhanbad.
- c) To suggest ways and means to improve working of staff under CMA of Engineering Department at Dhanbad.

METHODOLOGY ADOPTED

The following methodology adopted to conduct the study:-

- i) Data collection and its critical analysis to arrive on factual status of present working.
- ii) Discussions held at various levels with a view to produce fruitful result.
 - Discussion with CMA/DHN
 - Discussion with SMA /DHN
 - Discussion with AMA /DHN
 - Discussion with IOW
 - Discussion with Surveyor
 - Discussion with SSE/Drawing
 - Assessment of work load.
 - Arriving of staff requirement.
- iii) Reassessment of manpower requirement by applying need base.

SYNOPSIS

1. In Railways, the process of modernization has started and it is being implemented in every sphere of the system. These technological

upgradations have resulted in considerable improvement in the efficiency and improved productivity reducing manpower reliance in Railways.

2. Keeping in view, all these factors & constraints involved, the Work Study Cell was assigned to conduct work study of CMA office of Engineering Department at Dhanbad with a view to assess the staff requirement as per the existing workload .
3. Staff working under CMA of Engineering Department at Dhanbad plays a very vital role in Indian Railways and is responsible for ensuring safety in train operation in 8 Zonal Railways & 9 states. A sanctioned strength of 01 CMA assisted with 01 SMA , 01 AMA & 103 staffs is provided in office of CMA, working under Engineering Directorate of Railway Board, at Dhanbad. It deals with inspection and survey of different coal mines, periodical inspection of fire under or adjacent to Railway land, subsidence observations on surface, preparation of plans and all other official work of CMA Office.

CHAPTER - I

HISTORY IN BRIEF

RAILWAY'S MINES SAFETY ORGANISATION

1. *The Mining Safety Wing has been in operation since 1890.* Initially the mining safety over Eastern Railway (formerly EIR) was looked after by mining safety

wing having Head Quarters at Girdih, similarly, mining safety wing over South Eastern Railway (the then B.N.R) was looked after by similar Organization having headquarters at Bhaga. Sometimes in 1945 both the mining safety wings had been amalgamated and brought under Mining Adviser, Railway Board under Directorate of Civil Engineering.

2. In 1957, a post of Chief Mining Adviser was created. Presently Chief Mining Adviser is a JAG post. Chief Mining Adviser's organization has been working under the Administrative control of General Manager, Eastern Railway in terms of Railway Board's Office Order No.58 of 1997. In terms of Railway Board's Office Order No.15 of 2005, communicated vide their letter no.2002/Hkw0 izO Hk0/18/01, dated 10.04.2005, the organization of Chief Mining Adviser/Dhanbad has been placed under the ***Administrative control of General Manager, East Central Railway, Hajipur. Moreover, as per the letter of GM(P)/ECR/HJP's No. ECR/HRD/CMA/DHN, dt. 17.07.06, the establishment work of this organization is to be dealt by Personnel Branch, Dhanbad Division.***

3. Chief Mining Adviser's Organization was comprised of two wings viz. (i) Mining Safety Wing and (ii) Loco Coal Procurement Wing (since 1960). Loco coal Wing has been phased out according to Railway Board's communication. ***Only Mining Safety Wing is in operation at present.*** The Coal Mines Regulations, 1957 and the Metalliferous Mining Regulations, 1961 (both emanating from the Mines Act, 1952) provides that no mining operation can be done beneath and within 45 meters of Railway land without giving notice to the Railway and getting permission thereon from the Director General of Mines Safety. All such applications are technically scrutinized, with reference to stability of mine-workings below Railway land.

4. Subsequently, Railway Board has authorized Chief Mining Adviser to look after the mining safety over Central, South Central and Southern Railways in the year 1970, 1975 & 1991 respectively.

5. At present the organization is working under Civil Engineering Directorate of Railway Board covering eight zones.

CHRONOLOGY

1. 1890:- Creation of mining safety wing for safety of the railway track under the colliery supdt.
 - SER (The then BNR) , had similar organization at BHAGA
Vide letter no. LCE/2501/A/pt-II dt. 10th July 1982

2. 1946 :- Both the wings , Giridih and Bhaga, were amalgamated and brought under the control of Mining Advisor working under RB(Directorate of Civil Engineering)with its head quarter at DHN.
Vide letter no. LCE/2501/A/pt-II dt. 10th July 1982
3. 1957:- Chief Mining Advisor's post Rly. Board was created .
4. 1960:- CMA/RB/DHN was brought under the administrative control of Mechanical Directorate from Directorate of Civil Engineering.
 - It had two wings
 - (a) Mining safety and
 - (b) Loco coal procurement (phased out later on up to 2000)
5. 1970 -75 ,77, 91:- The RB ordered the CMA look after the mining safety works of the Central, South Central , Western & Southern Railway in addition to the earlier work.
6. 1997 – CMA has been working under the Administrative Control of the GM Eastern Railway.

Vide Office order no.58/97 & letter no. 97/O&M/70 dt. 24.12.1997
7. 2000 – Closure of Loco coal procurement
 - After the closure, the CMA automatically came under the Directorate of Civil Engineering as there was no mechanical work.
Vide Office order no. 25/2000 dt. 02.06.2000.
8. 2005 – The CMA/DHN has been placed under the Administrative control of the GM/ECR. Vide letter no. 2002/Hkw-iz-Hk-/18/01 New Delhi.10.04.2005.
9. 2019- At present it is under the Administrative control of GM/ECR/HJP and under the hierarchy of Civil Engineering Directorate Railway Board.

PRESENT DAY ROLE OF CMA/DHN

1. Inspection of mines regarding notices under land acquisition Mines Act, 1885.
2. Inspection of mines on getting notices under the Coal Mines Regulation, 1957 and the Metalliferous Mines regulation, 1961.

3. Periodical inspection and survey of mines.
4. Periodic inspection of fire under of adjacent to Railway land.
5. Inspection and survey for construction of new lines including colliery sidings.
6. Subsidence observations on surface.
7. Preparation of plans.
8. Agreement with coal /metal companies to be sign by him as well as the GM of the Concerned Zonal Railway as and when working beneath the Railway land.

OBJECTIVES OF CMA/RB/DHN

The main object of Chief Mining Adviser, Railway Board, Dhanbad organization is to ensure safety of Railway tracks land and establishment due to mining extraction underneath the Railway land .

AUTHORITY AND RESPONSIBILITY OF CMA/RB/DHN

As per Engineering Code, Chapter-VIII para-813 & 814:-

1. For ensuring safety of Railway Land, in view of application of Coal Mines Regulation 1957, specially regulation 105 and Mineral Concession Rules 1960, CMA ensures that without written permission from Railway, no mining operation is carried out within a distance of 50 metres from Railway Line and no working is formed or extraction of pillar done or extended to any point within 45 metres of Railway Land
2. CMA shout sign all plans for construction of new railway lines or assisted or private sidings, in areas close to mines.
3. It is the responsibility to ensure underground support from the owners of underground mineral rights and secondly to inspect it frequently and to ensure it is correctly maintain.
4. 814 Rights to mines and minerals in areas acquired by or on behalf of the Central Government.

Jurisdiction of the Organisation:

Jurisdiction of this organization covers Eastern Railway, East Central Railway, South Eastern Railway, South East Central Railway, Central Railway, South Western Railway, North Western Railway and South Central Railway.

Dealing with the cases of Collieries where mining operations are in progress and safety of Railway acquired land and allied Railway properties are involved from

underground safety point of view. Collieries which are beneath and within 45m or Railway land for which various works related to pre and post mining activity are dealt with are as below :-

Sl. No.	Name of Railway	No. of Collieries
1.	East Central Railway	44
2.	Eastern Railway	54
3.	South Eastern Railway	30
4.	South East Central Railway	14
5.	Central Railway	12
6.	South Central Railway	05
7.	North Western Railway	01
8.	South Western Railway	01
	Total	161

1. **Maintenance of Surveyed Plans and other Map Plans:-** 1900 numbers of working plans (Old & New) showing the underground workings for the Collieries in different seams, the detailed under which are adjacent to the Railway acquired land in relation to the above mentioned numbers of Collieries. Maintenance of old records of working plans prepared more than 100 years ago and new surveyed working plan of different Collieries numbering 353. Land Plans of different Zonal Railways, Geological maps, Topographical Maps, Muster Plans and System Map of Zonal Railway. About 500 numbers of traced copies of very old and worn out surveyed working plans of different Collieries either closed or abandoned which are preserved in record for future reference to check the proposals for mining working in a particular seam as applied by the Colliery management.

2. **Inking up and completion of working plans:-** 353 numbers of plans are surveyed and plotted in pencil by the surveyors for new underground workings or extension of existing working and are submitted to Drawing section. These plans are inked up and completed with Colliery name, seam, owner of the Colliery and numbering the plan.
3. **Preparation of Agreement Plans:-** These plans i.e. support agreement (for development) and special agreement (for extraction) beneath and within 45m of Railway acquired land in relation to **Land Acquisition Mines Act 1885, Coal Mines Regulation 1957 and Metalliferous Mines Regulation 1961** which are required to form annexure for the agreement to ensure safety and stability of the Railway acquired land, track and Railway property.
4. **Preparation of Violation Plans:-** These plans are prepared to show the workings done by the Colliery management beneath the Railway acquired in contravention to the stipulated dimension of the galleries as permitted by the Director General of Mines Safety or any other unauthorized drivages made which are detected after necessary inspection and survey. These violation cases along with plans are reported to the Director General of Mines Safety, Dhanbad.
5. **Checking of Plans:-** Plans submitted along with application by the different Colliery management seeking for mining work beneath and within 45m of the Railway acquired land. These plans are checked by plotting in reducing or enlarging scale from land plan or working plan whether the Railway acquired land has been correctly shown and whether the plans and applications confirm to requirement under **Land Acquisition Mines Act 1885, CMR 1957 and MMR 1961**.
6. **Fire, Cracks and Subsidence Plan:-** Preparation of these plan to show the position of fire, cracks and subsidence formed beneath or adjacent to the Railway acquired land after necessary inspection and survey.
7. **Preparation of Depillaring Plan:-** Preparation of plans for proposals for depillaring beneath or adjacent to the Railway acquired land suggesting, if

required, the extent up to which depillaring operation may be allowed indicated by limit line for the safety of the Railway acquired land and track after being referred to by Director General of Mines Safety for necessary views.

8. **Reviewing the incoming letters from Colliery, DGMS & others:-** All incoming letters average 15 to 20 in relation to mining matters in one month routed through Drawing section and put up to the respective officials and officers after entry of the application number, date, Colliery name and subject on the register for record.
9. **Dispatching the outgoing letters to Colliery, DGMS & others:-** Dispatching the outgoing letters average 10 to 15 in one month regarding mining matters after checking the reference number and date, plan number and address etc. to the concerned Colliery management, DGMS, DMS and Railway Zonal Offices.
10. **Maintenance of File and Records:-** Maintenance of 800 files (old and new) and records concerning mining matters of Collieries coming within different Railways.
11. **Correspondences with Railways and others:-** Making correspondences with different Railway Zonal Offices, Colliery Management and Director General of mines Safety etc. concerning mining matters and other miscellaneous subject.
12. **Printing of Plans:-** Making prints of plans in relation to the above mentioned item prepared by the Drawing section which is compiled by the Hd. Ferro Typer and Ferro Typer after coloring the print and submitted to Drawing section officials for dispatching the prints along with application to the concerned Zonal Railway, Colliery management and DGMS directorate.
13. **Miscellaneous work:-** Besides the above work load, miscellaneous work compiled as and when required by CS, IOW(M), Sr. Surveyors & Surveyor. Making a list of permission cases relating to permission for development of underground workings, depillaring and preparation Draft Agreement and

plan connected thereof. To prepare 30 nos. of tracing copies of old worn out surveyed working plans different collieries are felt necessary for the purpose of their preservation in record. Required for changing file cover for better preservation in record of different collieries file numbering 150 (old) due to bad condition. Preparation is required for new plan register for entries of collieries name, seams and plan nos. in place of plan for letter maintaining the records. Required for settling up the records of land plan and of difference Zonal Railways in binding system and also required to be traced by the Drawing section for proper preservation in record for further reference to check the proposals of Colliery management for mining work.

The responsibility and Function of this Organization in brief:

Inspection of mines regarding notices under Land Acquisition Mines Act, 1885 for permitting first drainages of galleries under the Railway land, thereafter, holding a joint enquiry meeting by Chief Mining Adviser, DGMS and concerned General Manager of the area for which the notices were served.

Inspection of mines on getting notices under the Coal Mines Regulation 1957 and the Metalliferous Mines regulation, 1961 for developing mines beneath

and within 45m of Railway land and/or splitting, heightening or extraction of pillars beneath such land.

Periodical inspection and survey of mines to ascertain whether underground workings are carried out in accordance with the restrictions stipulated at the time of permission granted. Periodical inspection of fire under or adjacent to Railway land and urge upon the concerned mining management to take necessary protective measures for the safety of the Railway land, in consultation with the Directorate General of Mines safety.

Inspection and survey for construction of new lines including colliery sidings over the coal/mineral bearing area. Subsidence observations on surface to find out nature and quantum of subsidence where permission for final extraction with stowing is granted. Preparation of plans, which includes working plans, violation plan, support agreement plans, special-agreement plan, fire plan and other miscellaneous plans.

Competent Authority has approved a Work Study on “Review of staff strength of CMA office of Engineering Department at Dhanbad with a view to assess the staff requirement as per the existing workload and to ensure its best utilization.

CHAPTER-II

Present scenario:-

1.1.0 The actual staff strength of CMA office of Engineering Department at Dhanbad is 40 as against the sanction strength of 103 (Reference-Annexure

–I) as per gradation list of CMA Railway Board Engineering Department of Dhanbad dt. 19.07.19

1. **2.1.0 THE REQUIREMENT OF STAFF FOR DIFFERENT ACTIVITIES:-**

Chief Surveyor:- Chief Surveyor shall carry out inspection in his jurisdiction more than once in a year of all Critical Mines/Seams surrounding surfaces of Railway track, land and structure etc. of all passenger lines, sidings over 7 zone as per his discretion. He will plan, monitor, scrutinize with higher authority the weekly/monthly inspection to be carried out by the inspectors against all Mines/Seams and surrounding surfaces of Railway track etc. & that of survey to be carried out by the surveyors with completion of drawings for violation etc. In all permission cases he will accompany inspection with higher authority to assist and scrutinize in processing such cases.

In office, he will initiate all technical correspondences, progress report of inspection and survey etc. to higher authorities, local administration, DGMS, other Railway administration etc. for issue of competent authority. He will check up the functioning of instruments and other facilities to be provided to surveyors/inspectors and will advice higher authority to initiate financial proposal for repairing, procurement etc. towards survey work and inspection work. In regard establishment matter, he will have direct working control over Sr. Surveyors/Surveyors and office Chainmen.

2. **IOW(Mines):-** Jurisdiction as fixed in respective section for each inspector will cover 50 number of Mines with its surrounding surfaces of Railway track, land and structures over 8 Zonal Railways. Frequency of inspection to pursue colliery authority to execute protective works for critical violation/unsafe condition of Railway track etc. shall be once in month or more as per exigency arises and for other sub-critical condition once in 3 months or more and routine inspections once in a year. In case of illegal mining/unauthorized mining they will contact local administrative bodies, Railway officials and Director of Mines Safety office and hand over letter in this regard. They will also pursue the Colliery authority so that illegal mining area is filled up properly. They should advice Chief Surveyor the details of survey to be

undertaken wherever required and necessitated to ascertain the violation/unsafe condition of the track etc. in a proper drawing. Each inspector should be provided at least two chainmen for carrying out this inspection. The senior most inspector among them in addition to the above duties should coordinate, compile and will assist Chief Surveyor in his planning work.

3. Sr.Surveyor/Surveyor (Mines):-

- Subsidence observation within and adjacent to Railway land.
- Survey of surface and underground workings beneath and adjacent to Railway land in relation to Railway track and other surface structure by co-relation survey.
- Leveling works.
- Survey of Fire areas.
- Survey of illegal mining.
- Preparation of plans, sections and subsidence record.

SSE/Drawing: For preparation of various types of drawings, maintenance of various type of old drawings, its renewal and other activity related to drawing are being done by Drawing unit.

Technician/Chainman: Technician and Chainman staff to assist/accompany during inspection of Officers, Supervisor staff/Field Staff, Surveying Staff for helping in measurement, carrying and shifting of instruments and for accessing difficult locations.

Ministerial and Gr.D staff : To deal with staff matters, settlements & monitoring of establishment matters, RTI, Quarters, Budgetary allotment as there is no SSO(A) posted in this office. Also, to deal with salary bills, PF loan correspondence, House building advance, payment of arrear bills, impreast, PLB, store Procurement from AMPS/E.Rly./HWH, DCOS/HWH, to obtain stationary, to deal with pass/PTOs in f/o staff retired staff 125 Nos, Tender of 2 Nos Hiring Vehicle.

To deal all types of court cases of the colliery as well as staff including CAT at Ranchi, Kolkata, Patna & High court, Supreme Court/New Delhi as there is no LA in this office.

CHAPTER-III

CRITICAL ANALYSIS, REQUIREMENT OF STAFF VIS-À-VIS WORK LOAD

The actual staff strength of CMA office of Engineering Department at Dhanbad is 40 as against the sanctioned strength of 103. The staff requirement for the present workload at CMA office of Engineering Department at Dhanbad is arrived based on the need base, by work study team. The work study team visited spot and found the following:-

Requirement as per work study team:-

Sl. No.	Post	Level	Grade Pay	Sanction Strength	Men on Roll	Vacancy	Requirement	Excess
Supervising/ Field Staff								0
1	Ch. Surveyor	L-7	4600	2	1	1	2	0
2	IOW(M)	L-7	4600	5	2	3	5	0
Surveying Staff								
3	Sr. Surveyor (M)	L-6	4200	3	2	1	3	0
4	Surveyor (M)	L-5	2800	3	1	2	3	0
Group-C & Group-D								
5	Sr. Technician	L-6	4200	3	3	0	3	0
6	Tech. -I	L-5	2800	7	0	7	4	3
7	Tech. -II	L-4	2400	1	6	+5	1	0
8	Tech. -III	L-2	1900	2	1	1	2	0
9	Semi-skilled Chainman	L-1	1800	35	13	22	20	15
Drawing staff								
10	SSE (Drg.)	L-7	4600	7	1	6	1	6
11	JE (Drg.)	L-6	4200	4	0	4	2	2
12	Hd. F/Typewriter	L-1	1800	1	1	0	1	0
13	F/Typewriter	L1	1800	1	0	1	0	1
Ministerial Staff								
14	Chief OS	L-7	4600	2	1	1	1	1
15	OS	L-6	4200	6	0	6	1	5
16	CG-I	L-5	2800	4	0	4	1	3
17	CG-II	L-2	1900	3	0	3	1	2
18	Sr. Steno	L-5	4200	1	1	0	1	0
19	Sr. Typist	L-4	2400	1	1	0	1	0
20	Sr. SO (Accounts)	L-8	4800	1	0	1	1	0
21	Law Assistant	L-7	4600	1	0	1	1	0
22	Peon	L-1	1800	5	3	2	3	2
23	Chowkidar	L-1	1800	4	2	2	4	0

24	TADK	L-1	1800	1	1	0	1	0
				103	40	63	63	40

From the above, it may be seen that there are 63 vacant posts in this unit since long. Since safe working of the railway tracks over mines should not be jeopardized, therefore, existing staff on roll should continue as usual.

CHAPTER:- IV

Recommendation:-

BOS- 103

MOR- 40

Vacancy-63

As there is no yardstick for calculation of staff, the work study team has made its assessment of staff on need base, it is observed that at present 06 vacant posts of SSE/Drg. 02 vacant posts of JE/Drg., 03 vacant posts of Tech-I, 15 vacant posts of Chainman, 01 vacant posts of Ferro Typer, 02 Vacant posts of Peon, 01 vacant post of Ch.OS, 05 vacant posts of OS, 03

vacant posts of CG-I and 02 vacant posts of CG-II is excess than requirement.

Total Sanction Strength = 103

Total Men on Roll = 40

Total Staff required = 63

Excess Staff = 103 – 63 = 40 Staff

Excess Staff i.e 06 vacant posts of SSE/Drg. 02 vacant posts of JE/Drg., 03 vacant posts of Tech-I, 15 vacant posts of Chainman, 01 vacant posts of Ferro Typer, 02 Vacant posts of Peon, 01 vacant post of Ch.OS, 05 vacant posts of OS, 03 vacant posts of CG-I and 02 vacant posts of CG-II may be recommended for surrender, which will result in financial saving will be Rs. 308.38 Lakh per annum.

SUGGESTION:

Inspection details provided by CMA office is given below:

Total Mines Site – 161

Total Inspection as per annexure-I of CMA per year – 900

Work study team also observed while discussing with concerned authority that required staff may be provided for completion of different inspections so as to ensure safety in train operation.

If required staff is not fulfilled then outsourcing of the process may be done.

CHAPTER: - V

FINANCIAL SAVINGS:-

If the recommendation of the study report is implemented, the annual recurring financial savings will be as under:

S.N o.	Category	Level	Grade pay	Mean pay per	DA @12 %	Total pay per	No. of	Annual financial
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				month		month per staff (Rs.)	post	savings (Rs.)
1.	SSE/Drg.	L-7	4600	93650	11238	104888	06	7551936
2.	JE/Drg.	L-6	4200	73900	8868	82768	02	1986432
3.	Ch.OS	L-7	4600	93650	11238	104888	01	1258656
4.	OS	L-6	4200	73900	8868	82768	05	4966080
5.	CG-I	L-5	2800	60750	7290	68040	03	2449440
6.	CG-II	L-2	1900	41550	4986	46536	02	116864
7.	Tech-I	L-5	2800	60750	7290	68040	03	2449440
8.	Ferro Typer	L-1	1800	37450	4494	41944	01	503328
9.	Chainman	L-1	1800	37450	4494	41944	15	7549920
10.	Peon	L-1	1800	37450	4494	41944	02	1006656
Total							40	30838752
Total								=308.38 Lakhs

CHAPTER VI

Summary:-

After critically examining the work load of CMA office working in Engineering Department at Dhanbad, the work study team proposes as below:-

S.No	Designation	BOS	Men on Roll	Requirement as per WS	Proposed surrender	Remark
1.	SSE/Drg.	07	01	01	06	06 vacant post may be surrendered
2.	JE/Drg.	04	02	02	02	02 vacant post may be surrendered
3.	Ch.OS	02	01	01	01	01 vacant post may be surrendered
4.	OS	06	00	01	05	05 vacant post may be surrendered
5.	CG-I	04	00	01	03	03 vacant post may be surrendered
6.	CG-II	03	00	01	02	02 vacant post may be surrendered
7.	Tech-I	07	00	04	03	03 vacant post may be surrendered
8.	Ferro Typer	01	00	00	01	01 vacant post may be surrendered
9.	Chainman	35	13	20	15	15 vacant post may be surrendered
10.	Peon	05	03	03	02	02 vacant post may be surrendered
Total		74	20	34	40	40 vacant post may be surrendered

Total vacant post proposed for surrender = 40

Annexure -I

Sanction Strength of CMA office of Engineering Department of Dhanbad
Division as on 19.07.2019

Sl NO	Category	Scale	Grade Pay	Sanctioned Strength	Men on	vacancy
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.					Roll	
1	Ch. Surveyor	L-7	4600	2	1	1
2	IOW(M)	L-7	4600	5	2	3
3	Sr. Surveyor (M)	L-6	4200	3	2	1
4	Surveyor (M)	L-5	2800	3	1	2
5	Sr. Technician	L-6	4200	3	3	0
6	Tech. –I	L-5	2800	7	0	7
7	Tech. –II	L-4	2400	1	6	+5
8	Tech. -III	L-2	1900	2	1	1
9	Semi-skilled Chain	L-1	1800	35	13	22
10	SSE (Drg.)	L-7	4600	7	1	6
11	JE (Drg.)	L-6	4200	4	0	4
12	Hd. F/Typier	L-1	1800	1	1	0
13	F/Typier	L1	1800	1	0	1
14	Chief OS	L-7	4600	2	1	1
15	OS	L-6	4200	6	0	6
16	CG-I	L-5	2800	4	0	4
17	CG-II	L-2	1900	3	0	3
18	Sr. Steno	L-5	4200	1	1	0
19	Sr. Typist	L-4	2400	1	1	0
20	Sr. SO (Accounts)	L-8	4800	1	0	1
21	Law Assistant	L-7	4600	1	0	1
22	Peon	L-1	1800	5	3	2
23	Chowkidar	L-1	1800	4	2	2
24	TADK	L-1	1800	1	1	0
Total				103	40	63



EAST CENTRAL RAILWAY

WORK STUDY REPORT

**To assess the utility of CMA office of
Engineering Department at Dhanbad.**

EFFICIENCY CELL

EAST CENTRAL RAILWAY HAJIPUR

Study No. ECR/Efficiency/WSR/DHN/19-20/19

EAST CENTRAL RAILWAY

**Office of the
General Manager (Vig.)
Hajipur**

No.: - ECR/Eff./WSR/DHN/19-20/19

Dated:-09.08.2019

CMA

**East Central Railway,
Dhanbad.**

**Sub.:- Work study report on adequacy of staff strength of
CMA office of Engineering Department at Dhanbad.**

In connection to the above, it is intimated that a work study has been conducted on adequacy of staff strength of CMA office of Engineering Department at Dhanbad. The work study team has recommended for surrender of 06 vacant posts of SSE/Drg. 02 vacant posts of JE/Drg. 01 vacant post of Ch.OS, 05 vacant posts of OS, 03 vacant posts of CG-I and 02 vacant posts of CG-II. 03 vacant posts of Tech-I, 15 vacant posts of Chainman, 01 vacant posts of Ferro Typer and 02 Vacant posts of Peon,

Hence, it is requested to scrutinize the work study report and send the reply within 10 days, so that the report may be finalized and intimated to Railway Board.

DA: Work study report in - 19 pages.

(A.Khalifa)
Efficiency Officer
For SDGM

Copy to: (i) PCE/ HJP for kind information please.
(ii) PCPO/HJP for kind information please.
(iii) ADRM/DHN for kind information please.
(iv) Sr. DPO /DHN for kind information please.

For SDGM