

**REVIEW
OF
STAFF STRENGTH
OF
BLACKSMITHS & PAINTER
OF
S&T DEPARTMENT
WORKING
AT
SAMASTIPUR DIVISION
(ECR/Effi/WSR/SPJ/19-2/09)**

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WORK-STUDY CELL

East Central Railway

HAJIPUR

EXECUTIVE SUMMARY

Study No.	ECR/Effi/WSR/SPJ/19-20/09
Subject	REVIEW OF STAFF STRENGTH OF BLACKSMITHS& PAINTER OF S&T DEPARTMENT WORKING SATAMASTIPUR DIVISION .
Area	SAMASTIPUR DIVISION
Division	SPJ
Department	S&T
Terms of Reference	Assessment of Man Power requirement
Total No. of Recommendations	01
No. of posts recommended for surrender	09
Financial Implication	83.10 lakh
Month of Circulation	December, 2019

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ACKNOWLEDGEMENT

The team is grateful to Sr.DSTE/SPJ, DSTE/SPJ, ASTE/NKE and all SSE/SPJ, DBG, NKE & SHC of S&T Department of Samastipur Division and the staff working with him for rendering their full co-operation during the course of study.

TERMS OF REFERENCE

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

- a) To review staff strength vis-à-vis workload of Blacksmiths & Painter of S&T Department of Samastipur Division with a view to identify the surplus manpower in different section.
- b) To assess the effective utilization of staff working in S&T Department of Samastipur Division .
- c) To suggest ways and means to improve working of staff in S&T Department of Samastipur Division.

METHODOLOGY ADOPTED:-

- (i) Discussion with Sr. DSTE/ SPJ
- (ii) Discussion with DSTE/SPJ
- (iii) Discussion with ASTE/NKE
- (v) Discussion with SSE/S&T/SPJ, DBG, SMI, NKE, SHC & BMKI
- (vi) Assessment of work load
- (vii) Arriving at staff requirement

SYNOPSIS

1. In Railways, the process of absorption of modernization has been started and still in progress in every sphere of the system. These technological up

gradations have shown considerable improvement in the efficiency and manpower productivity in Railways.

2. Keeping in view, all these constraints, the Work Study Cell was assigned to conduct work study of staff strength of Blacksmiths & Painter of S&T Department of Samastipur Division with a view to assess the staff requirement as per the existing workload .
3. Blacksmiths & Painter of S&T Department also plays a vital role in Indian Railways and leads in performance of any Zonal Railway. At present 02 Blacksmiths & Painter are working against Sanction Strength of 11 in S&T Department of Samastipur Division as per **Sr.DSTE/** letter no-N/41/Cadre/ S&T/SPJ dated 30.09.19

CHAPTER I

Introduction

- 1.1 S&T system plays a vital role in the operational system of the Railways. It is like nervous system, which supplies information and compliance of order is done through telecommunication system of the Railways.
- 1.2 Great improvement have been made in this field of S&T with the advent of rail net. In this era of information technology, S&T department of Indian Railways offers great service to the nation with opening of Telecom section, a large scale of interlocking system is provided to railway. S&T department maintains all equipment of signal in line and also equipments are maintained in signal control.
- 1.3 With the advent of interlocking system, there is great scope for review of staff strength of Blacksmiths & Painter of S&T department in Samastipur Division.
- 1.4 In pursuance of Railway Board's order, Efficiency Cell HJP has taken into consideration the review of staff strength of Blacksmiths & Painter of S&T department in Samastipur Division under the guidance of Sr.DSTE/SPJ.

CHAPTER II

Present scenario:-

BOS=11 MOR=02 Vacancy=09

1. In the safety point of view, the duty of Blacksmiths & Painter is most essential.
2. Blacksmiths & Painter is utilised to making tools and writing boards etc.
3. Blacksmiths & Painter are also carrying loading /unloading of material from Central Store to Site.
4. Blacksmiths & Painter are also utilised for day to day maintenance activities like carrying material, jumpers, cable, booms, block instruments at Site.

At present Blacksmiths & Painter posted in 09 vital station of Samastipur Division which are following :-

Sl. No.	Station	Blacksmiths posted
1	SPJ	01
2	DBG	01
3	SHE	00
4	BMKI	00
5	NKE	00
6	BTH	00
7	SMI	00
8	JYG	00
9	RXL	00

CHAPTER III

Critical Examination:-

BOS=11

MOR=02

Vacancy=09

Work study team has examined the work load of Blacksmiths & Painter of S&T department in Samastipur Division and made justification as under:-

There are 09 station of S&T department in Samastipur Division. Work study team observed that the work of Blacksmiths & Painter should be outsourced.

Hence, 09 vacant posts of Blacksmiths & Painter may be recommended for surrender.

CHAPTER IV

RECOMMENDATION

As there is no yardstick for calculation of staff, the work study team has made its assessment of staff on the need base, it is observed that at present 09 posts of Blacksmiths & Painter is excess than requirement.

Total Sanction Strength = 11

Total Staff required =02

Exceeds post =11-02=09 Staff

After going through the requirement of staff, the work study team observed that 09 posts of Blacksmiths & Painter may be recommended for surrender and financial saving will be Rs. 83.10 Lac per annum.

CHAPTER - V

FINANCIAL SAVINGS:-

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

S. No.	Category	Level	Mean pay per month	DA @ 17 %	Total pay per month per staff (Rs.)	No. of post	Annual financial savings (Rs.)
1	MCM/Smiths	35400-112400	73900	12563	86463	4	4150224
2.	MCM/Smiths-I	29200-92300	60750	10328	71078	4	3411744
3.	Painter - II	25500-81100	53300	9061	62361	1	748332
Total						09	8310300 ie 83.1 Lakh

CHAPTER VI

Summary:-

After critically examining the work load of Blacksmiths & Painter working in S&T Department of Samastipur Division, the work study team proposes as below:-

S.No.	Designation	BOS	Requirement as per WS	Proposed surrender	Remark
01	MCM/Smiths	04	00	04	04 Vacant posts of MCM Smiths recommended for surrender.
02.	MCM/Smiths- I	04	00	04	04 Vacant posts of MCM Smiths-I recommended for surrender.
03.	Painter - II	01	00	01	01 Vacant post of Painter –II recommended for surrender.
Total		09	00	09	

Annexure -I

Staff position of Blacksmiths & Painter in S&T Department of Samastipur Division. Data given by Sr.DSTE/ letter no-N/41/Cadre/ S&T/SPJ dated 30.09.19

Sl NO.	Category	Scale	Grade pay	Level	Sanctioned Strength	Men on Roll	Vacancy
1	MCM/Smiths	9300-34800	4200	6	4	0	4
2	MCM/Smiths- I	5200-20200	2800	5	4	0	4
3	Painter - II	5200-20200	2400	4	1	0	1
4	MCM/Smiths -II	5200-20200	2400	4	0	0	0
5	MCM/Smiths- III	5200-20200	1900	2	1	1	0
6	Painter - I	5200-20200	2800	5	1	1	0
		Total			11	2	09

EAST CENTRAL RAILWAY

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

Dated: 13.01.2020

No.: - ECR/Eff./WSR/SPJ/19-20/09

**Sr. DSTE
East Central Railway,
Samastipur**

Sub.:- Work study report on adequacy of staff strength of Blacksmiths & Painter of S&T Department of Samastipur Division.

In connection to the above, it is intimated that a work study has been conducted on adequacy of staff strength of Blacksmiths & Painter of S&T Department of Samastipur Division. The work study team has recommended for surrender of 09 Vacant posts (08 Blacksmiths & 01 Painter).

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 09 pages.

(A.Khalifa)
Efficiency Officer
For SDGM

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

For SDGM



EAST CENTRAL RAILWAY

WORK STUDY REPORT

**To assess the utility of Blacksmiths & Painter of S&T
Department of
Samastipur Division**

EFFICIENCY CELL

EAST CENTRAL RAILWAY

HAJIPUR

Study No. ECR/Eff./WSR/Spj/19-20/09