

**REVIEW  
OF  
STAFF STRENGTH  
OF  
DIESEL MECHANIC  
OF  
S&T DEPARTMENT  
WORKING  
AT  
SAMASTIPUR DIVISION  
(ECR/Effi/WSR/SPJ/19-20/21)**

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**WORK-STUDY CELL**

**East Central Railway**

**HAJIPUR**

## **EXECUTIVE SUMMARY**

<b>Study No.</b>	<b>ECR/Effi/WSR/SPJ/19-20/21</b>
<b>Subject</b>	<b>REVIEW OF STAFF STRENGTH OF DIESEL MECHANIC OF S&amp;T DEPARTMENT WORKING AT SAMASTIPUR DIVISION .</b>
<b>Area</b>	<b>SAMASTIPUR DIVISION</b>
<b>Division</b>	<b>SPJ</b>
<b>Department</b>	<b>S&amp;T</b>
<b>Terms of Reference</b>	<b>Assessment of Man Power requirement</b>
<b>Total No. of Recommendations</b>	<b>01</b>
<b>No. of posts recommended for surrender</b>	<b>06</b>
<b>Financial Implication</b>	<b>43.69 lakh</b>
<b>Month of Circulation</b>	<b>December, 2019</b>

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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 Diesel Mechanic 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 Diesel Mechanic of S&T Department of Samastipur Division with a view to assess the staff requirement as per their existing workload .
3. Diesel Mechanic of S&T Department also plays a vital role in Indian Railways and leads in performance of any Zonal Railway. At present 04 Diesel Mechanic are working against Sanction Strength of 06 in S&T Department of Samastipur Division as per Sr.DSTE/ letter no-N/41/Cadre/ S&T/SPJ dated 06.11.19

## **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 Diesel Mechanic 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 Diesel Mechanic of S&T department in Samastipur Division under the guidance of Sr.DSTE/SPJ.

## **CHAPTER II**

### **Present scenario:-**

BOS=06      MOR=04      Vacancy=02

1. In the safety point of view, the duty of Diesel Mechanic is most essential.
2. Diesel Mechanic is utilised to making Diesel machine etc.
3. Diesel Mechanic are also carrying loading /unloading of material from Central Store to Site.

At present Diesel Mechanic posted in 09 vital station of Samastipur Division which are following :-

Sl. No.	Station	DieselMechanic posted
1	SPJ	01
2	DBG	02
3	SHE	00
4	BMKI	00
5	NKE	01
6	BTH	00
7	SMI	00
8	JYG	00
9	RXL	00

### **CHAPTER III**

#### **Critical Examination:-**

BOS=06

MOR=04

Vacancy=02

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

The work of Diesel Mechanic have been outsourced in Samastipur Division. Hence, Work study team recommended for surrendered 06 posts of Diesel Mechanic.

## **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 06 posts of Diesel Mechanic is excess than requirement.

**Total Sanction Strength = 06**

**Total Staff required =00**

**Exceeds post =06-00=06 Staff**

After going through the requirement of staff, the work study team observed that 06 posts of Diesel Mechanic may be recommended for surrender and financial saving will be Rs. 43.69 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	Diesel Mechanic-I	L-05	60750	10328	71078	02	1705872
2	Diesel Mechanic-II	L-04	53300	9061	62361	02	1496664
3	Diesel Mechanic-III	L-02	41550	7064	48614	02	1166736
Total						06	4361272 ie 43.61 Lakh

## CHAPTER VI

### Summary:-

After critically examining the work load of Diesel Mechanic 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	Diesel Mechanic-I	02	00	02	02 posts of Diesel Mechanic-I recommende d for surrender.
02	Diesel Mechanic-II	02	00	02	02 posts of Diesel Mechanic-II recommende d for surrender
03	Diesel Mechanic-III	02	00	02	02 posts of Diesel Mechanic-III recommende d for surrender
Total		06	00	06	

## Annexure -I

Staff position of Diesel Mechanic in S&T Department of Samastipur Division.  
Data given by Sr.DSTE/ letter no-N/41/Cadre/ S&T/SPJ dated 06.11.19

Sl NO	Category	Scale	Grade pay	Level	Sanctioned Strength	Men on Roll	Vacancy
1	Diesel Mechanic - I	5200-20200	2800	L-05	02	01	01
2	Diesel Mechanic- II	5200-20200	2400	L-04	02	03	-01
3	f Diesel Mechanic- III	5200-20200	1900	L -02	02	00	02
	Total				06	04	02

**EAST CENTRAL RAILWAY**

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

**Dated: 13.01.2020**

**No.: - ECR/Eff./WSR/SPJ/19-20/21**

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

**Sub.:- Work study report on adequacy of staff strength of  
Diesel Mechanic 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 Diesel Mechanic of S&T Department of Samastipur Division. The work study team has recommended for surrender of 06 posts of Diesel Mechanic.

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 Diesel Mechanic of S&T Department of  
Samastipur Division**

**EFFICIENCY CELL**

**EAST CENTRAL RAILWAY**

**HAJIPUR**

**Study No. ECR/Eff./WSR/Spj/19-20/21**

