



WORK STUDY REPORT
ON
REVIEW OF TLA STAFF
WORKING UNDER SSE (WORKS & P WAY)
OF ENGINEERING DEPARTMENT
OVER
AMBALA DIVISION
2019-20

WORK STUDY TEAM

| | | |
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DATE OF COMMENCEMENT : 06.08.2019
DATE OF COMPLETION : 16.09.2019

No. 16-CP/26/WS/2019-20

Central Planning Cell
Northern Railway,
Headquarters Office,
Baroda House, New Delhi

EXECUTIVE SUMMARY

This study was allotted to Central Planning Cell, HQ Office on the directives of SDGM/NR to identify redundancies for economical working with a view to eliminate wasteful expenditure in view of TLA staff working under SSE (Works P & Way) of Engineering Department over Ambala Division.

STAFF POSITION

The total sanctioned and on roll strength of TLA staff working under SSE (W & P Way) of Engg Deptt over Ambala Division is as under:-

| S.N | Deptt | Category | TLA Staff | | |
|------------------------------|--------------|--------------|-----------|-----------|------------|
| | | | S/S | On Roll | Vacc |
| 1 | Works Branch | Gr 'C' | 19 | 20 | +01 |
| | | Gr 'D' | 05 | 02 | -03 |
| | | Total | 24 | 22 | -02 |
| 2 | P Way Branch | Gr 'C' | 41 | 10 | -31 |
| | | Gr 'D' | 11 | 06 | -05 |
| | | Total | 52 | 16 | -36 |
| Grand Total '1' + '2' | | | 76 | 38 | -38 |

No. posts identified as surplus and recommended for surrender: -

Gr. 'C' = 60 posts

Gr. 'D' = 16 posts

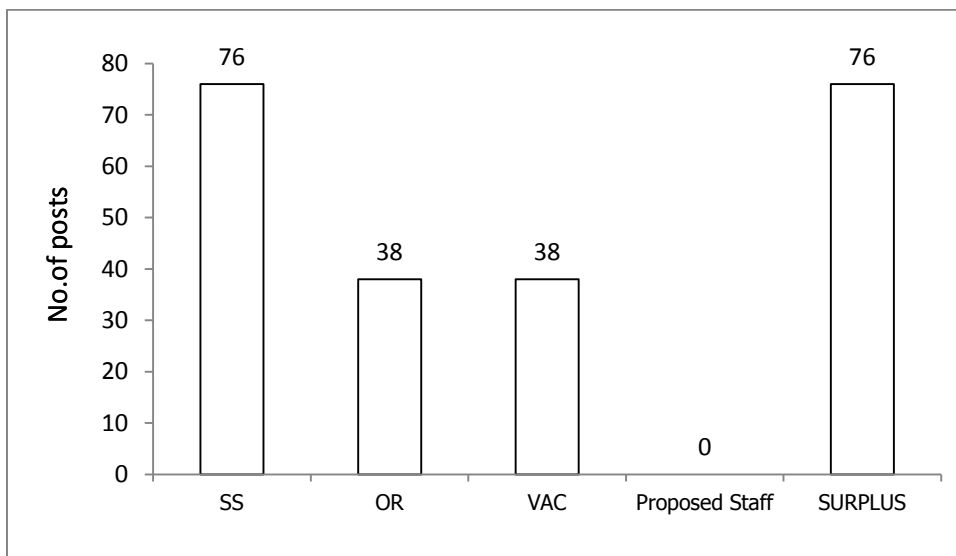
Total = 76 posts

FINANCIAL IMPLICATIONS:

Anticipated recurring savings = ■415.59 lakh per annum.

Capital saving = Nil

Total = ■15.59 lakh per annum



I N D E X

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SYNOPSIS

Railway is the principle mode of transport in India. Engineering Department has been entrusted maintenance of track as well as infrastructure at an optimum level of safety, security and reliability. Railway has absorbed advanced technology in tune with the requirement of moving large volumes of passenger and freight traffic.

The works branch maintains infrastructure i.e. service/residential buildings, water supply, sewerage system, rest houses, holiday homes etc. for use of railway employees/passengers. With the introduction of improved methods with advanced technology, change in pattern of working, multi-skilling in trades, closure of redundant, uneconomical/wasteful activities in the system have improved railway working and utilization of manpower. Due to high establishment cost, the works carried out by the contractual agencies are economical than the works done by departmental labour. At present all major works are being carried out by contractors and only petty/minor repair works are being carried out by department labour. The formation/maintenance of roads are exclusively being done by private contractors.

To maintain the infrastructure, sufficient number of manpower has been engaged by Works and P Way Branch of Engineering Department e.g. Permanent, Temporary, Work charged & Temporary Labour Allocation (TLA) categories, whereas after introduction of new technologies in Engineering Department the manual effort required to maintain assets have reduced considerably but the conventional system of engaging manpower still exists. Though a number of vacancies exist in the system but the infrastructure are being maintained at an optimum level.

The TLA staff over railways is a major source of expenditure incurred in the system to execute timely completion of special works required from time to time to effect better transport services. Besides, the open line activities, modifications & renewals etc. are undertaken by the Engineering Department. The staffing pattern is made on the revenue charged basis. It was observed that there is no TLA staff exists in any division of Northern Railway except Ambala Division, which must be curtailed. It was experienced that the establishment charges are on a very higher side which needs to be reviewed to reduce staff strength being engaged in the system not only to effect economy in expenditure but also to improve manpower productivity.

Keeping above in view, SDGM/NR has assigned the work study on "Review of TLA posts of Works and P Way branch of Engineering Department over Ambala Division" to Central Planning Cell /HQ Office, with a view to effect economy in expenditure and improve manpower productivity.

The team has collected detailed staff position from divisional headquarter of Ambala Division. After thorough analysis of existing staff strength, the team has identified 76 TLA posts from Works and P Way branch of Engg Deptt of Ambala Division as surplus and recommended for surrender. The enthusiastic acceptance and implementation of the recommendations made in the report will yield recurring saving to the tune of ■ 415.59 lakh per annum.

SUMMARY OF RECOMMENDATIONS

| S. N. | Recommendations | Refer para No. | Accepting/ implementing Authority. | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|-------|--|----------------|------------------------------------|--------------|-------|--------------|---|-------|-----------|-----------------|----|--|-----------|-----------------|----|---|-------|-----------|-----------------|----|--|-----------|-----------------|----|-------|--|--|--|----|-------|--|
| 1 | <p>It is proposed that the following 76 posts of TLA under SSE Works & P Way in different categories & grades identified as surplus and recommended for surrender as follow.</p> <table><tr><th>SN</th><th>Deptt</th><th>Category</th><th>Grade</th><th>No. of posts</th></tr><tr><td>1</td><td rowspan="2">Works</td><td>Group 'C'</td><td>5200-20200-1900</td><td>19</td></tr><tr><td></td><td>Group 'D'</td><td>5200-20200-1800</td><td>05</td></tr><tr><td>2</td><td rowspan="2">P Way</td><td>Group 'C'</td><td>5200-20200-1800</td><td>41</td></tr><tr><td></td><td>Group 'D'</td><td>5200-20200-1900</td><td>11</td></tr><tr><td colspan="4">Total</td><td>76</td></tr></table> | SN | Deptt | Category | Grade | No. of posts | 1 | Works | Group 'C' | 5200-20200-1900 | 19 | | Group 'D' | 5200-20200-1800 | 05 | 2 | P Way | Group 'C' | 5200-20200-1800 | 41 | | Group 'D' | 5200-20200-1900 | 11 | Total | | | | 76 | 2.5.0 | ADRM/UMB Sr.DEN/C/UMB Sr.DPO/UMB |
| SN | Deptt | Category | Grade | No. of posts | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 | Works | Group 'C' | 5200-20200-1900 | 19 | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | Group 'D' | 5200-20200-1800 | 05 | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2 | P Way | Group 'C' | 5200-20200-1800 | 41 | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | Group 'D' | 5200-20200-1900 | 11 | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total | | | | 76 | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2 | It is suggested that the on roll TLA staff be deployed to permanent/temporary cadre wherever feasible and the TLA posts thus vacant should be surrendered. | 2.6.1 | -do- | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

ACKNOWLEDGEMENT

The work study team is highly grateful to Shri Karan Singh, ADRM/UMB, Sh. Rakesh Sabharwal, Sr.DEN/C/UMB and Sh. Nikhil Dhongre, Sr.DPO/UMB for extending their valuable guidance to the team during the conduct of study. The team is also thankful to all other functionaries of the division for providing requisite data/information during the conduct of study.

1.0.0 INTRODUCTION

1.1.0 P Way branch of Civil Engineering department plays a vital role by providing track and infrastructure for smooth running of freight and coaching trains at a desired level of safety, security and punctuality. The works branch provides infrastructures like service/residential buildings, water/sewerage system, platforms, rest houses, running rooms, horticulture etc. at an optimum level of maintenance. Besides contractual system of working, a huge workforce is engaged to carry out day-to-day petty repair activities. As a matter of fact, a huge amount of the total working expenses are incurred by Engineering Department for tracks and works maintenance due to large scale involvement of manual workforce for handling maintenance of tracks and buildings etc. Due to change in policies in railways, the maintenance works are being carried out on contractual basis. In Works & P Way Branch, all major works are being carried out on contractual basis. This has resulted in improved quality of maintenance, economy and reduction in workload in works and P way branch of Engineering Department.

1.2.0 Sufficient number of staff are being engaged for the maintenance of tracks and infrastructure as Permanent, Temporary, Work charged and TLA posts. The sanction of permanent and temporary post is a permanent feature whereas the TLA posts have to be sanctioned from time to time. The posts of TLA are normally sanctioned against special works. The sanction of posts of TLA is being accorded regularly by the Department. There is no TLA post sanctioned in Northern Railway except Ambala division. A number of vacancies exist under TLA head. Even though the vacancies exist in permanent head, the normal activities are being carried out smoothly and efficiently by the existing workforce.

1.3.0 Keeping above in view, SDGM/NR assigned Works Study on review of TLA staff in Engineering Department (Works & P Way) over Ambala Division with a view to improve economy and manpower productivity.

1.4.0 TERMS OF REFERENCE:

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

- i) To review of staff strength vis-à-vis existing workload.
- ii) To suggest ways and means for closure of unproductive activities to eliminate wasteful expenditure.

1.5.0 METHODOLOGY ADOPTED

The following method/work study techniques were applied for conducting the study:-

- i) Data collection and its critical analysis.
- ii) Application of yardsticks in vogue, spot observations, analytical estimation and work sampling.
- iii) Held discussions at various levels.

- 2.0.0 BRIEF DESCRIPTION, STAFF POSITION, CRITICAL ANALYSIS, PROPOSED STAFF AND RECOMMENDATIONS.
- 2.1.0 Ambala Division is an important Division of Northern Railway spread over Haryana, Himachal Pradesh, Punjab, Rajasthan and Utter Pradesh.
- 2.2.0 The Engineering Department of Ambala Division functions under the administrative control of Sr.DEN/C assisted by Sr.DEN, DEN, ADEN & SSE/JE Works and P Way.
- 2.3.0 STAFF POSITION
- 2.3.1 During the course of study, the team collected staff position from Engineering Branch of Ambala division, placed as Annexure-II in the report. The summarized position of maintenance/artisan staff is tabulated as under:-

| S.N | Deptt | Category | Permanent Staff | | | TLA Staff | | | Grand Total | | |
|------------------------------|--------------|--------------|-----------------|-------------|-------------|-----------|-----------|------------|-------------|-------------|------------|
| | | | S/S | On Roll | Vacc | S/S | On Roll | Vacc | S/S | On Roll | Vacc |
| 1 | Works Branch | Gr `C´ | 218 | 201 | -17 | 19 | 20 | +01 | 237 | 221 | 16 |
| | | Gr `D´ | 369 | 352 | -17 | 05 | 02 | -03 | 374 | 354 | 20 |
| | | Total | 587 | 553 | -34 | 24 | 22 | -02 | 611 | 575 | 36 |
| 2 | P Way Branch | Gr `C´ | 473 | 453 | -20 | 41 | 10 | -31 | 514 | 463 | 51 |
| | | Gr `D´ | 4040 | 3532 | -508 | 11 | 06 | -05 | 4051 | 3538 | 513 |
| | | Total | 4513 | 3985 | -528 | 52 | 16 | -36 | 4565 | 4001 | 564 |
| Grand Total `1´ + `2´ | | | 5100 | 4538 | 562 | 76 | 38 | -38 | 5176 | 4576 | 600 |

- i) The above table reveals that the on roll strength of Permanent & TLA is **4576** against the sanctioned strength of **5176** and **600** posts are lying vacant under Permanent & TLA cadre under SSE/Works & P way of Engg Deptt over Ambala Division.
- ii) And in TLA cadre only, the on roll strength of TLA is 38 against the sanction strength of 76 and 38 posts of TLA are lying vacant under SSE/Works and P Way of Engg Deptt over Ambala Division.

2.4.0 CRITICAL ANALYSIS

The TLA posts are originated on the basis of certain percentage of the revenue against sanction of various special works like remodeling, modifications etc. Generally, these posts should be ceased to exist after completion of such special works. It is noticed that these posts continue to exist even after completion of such special works. It is observed that all repetitive types of works are carried out on zonal contracts, which includes white washing, colour washing, painting of residential/service/ infrastructures, repairs to roads, canning, replacement of doors/windows, roof repairing, roof painting (Coal Tar) horticulture, etc. Certain special contracts are also awarded. These are done under policy matters framed by Railway Board. These are chargeable to railway revenue. These are arranged by divisions and supervised and measured locally. Sufficient manpower has however, been engaged to carry out the works activities on regular as well as TLA basis. Even though the contracts are awarded to carry out certain works activities, the TLA posts are being sanctioned time to time regularly. This matter was discussed at various levels. The team was apprised that the jobs on TLA are being sanctioned due to certain unavoidable obligatory rules like a person who has completed a minimum prescribed time period has to be absorbed in regular scales and cannot be thrown out to avoid embarrassment, these posts are got sanctioned time to time. There is no TLA post sanctioned in Northern Railway except Ambala division. The continuation of these TLA posts is a source of unnecessary expenditure and must be curtailed.

During the course of study the team observed that certain number of posts are lying in both permanent/TLA heads due to some reasons or other. It was observed that the vacancies exist in both heads against the same category. In certain cases though the post in permanent/temporary head is vacant, posts is on roll/working in TLA head. This clearly indicates that though the category exists in both heads but the posts are lying vacant in permanent/temporary head are even in TLA head also, which is uneconomical and creates cause of wasteful expenditure and overstaffing.

The team discussed this matter at various levels and opines that whenever/where ever the post becomes vacant in permanent/temporary head and the posts of same category lies in TLA head, the same should be redeployed in permanent head thus vacating the post in TLA head. The team suggests that the posts thus becoming vacant in TLA head should be surrendered. This will certainly improve economy as well as man power productivity and eliminate overstaffing.

In Works & P Way Branch, all major and zonal works are being carried out on contractual basis resulting in improved quality of maintenance, economy and reduction in workload in works and P way branch of Engineering Department and Utility of TLA posts are not required.

2.5.0 THE PROPOSED REQUIREMENT OF STAFF UNDER SSE/WORKS & SSE/P Way of Engg Department;

- i) From the perusal of para no. 2.3.1 (1) it is stated that the on roll strength of Permanent staff is **553** against the sanctioned strength of **587** and **34** posts are lying vacant under SSE/Works and in TLA head the sanctioned and on roll is **24** & **22** respectively and **02** posts are lying vacant. It is suggested that 22 posts of TLA staff should be redeployed in permanent/temporary head, thus the resultant 22 posts +2 already vacant posts (total **24** posts) are rendered surplus and recommended for surrender under SSE/Works.
- ii) From the perusal of para no. 2.3.1 (2) it is stated that the on roll strength of Permanent staff is **3985** against the sanctioned strength of **4513** and **528** posts are lying vacant under SSE/P Way and in TLA head the sanctioned and on roll is **52** & **16** respectively and **36** posts are lying vacant. It is suggested that 16 posts of TLA staff should be redeployed in permanent/temporary head, thus the resultant 16 posts +36 already vacant posts (total **52** posts) are rendered surplus and recommended for surrender under SSE/P Way.

From the perusal of para (i) & (ii) as above the summarized position Sanctioned, proposed and surplus posts of TLA staff working under SSE/Works & SSE/P Way comes as under:

| S.N | Deptt | Category | TLA Staff | | |
|------------------------------|--------------|------------------|-----------|----------------|---------------|
| | | | S/S | Proposed staff | Surplus Posts |
| 1 | Works Branch | Gr 'C' | 19 | -- | 19 |
| | | Gr 'D' | 05 | -- | 05 |
| | | Total 'A' | 24 | -- | 24 |
| 2 | P Way Branch | Gr 'C' | 41 | -- | 41 |
| | | Gr 'D' | 11 | -- | 11 |
| | | Total 'B' | 52 | -- | 52 |
| Grand Total 'A' + 'B' | | | 76 | -- | 76 |

Recommendation No.1

It is proposed that the following 76 posts of TLA under SSE Works & P Way in different categories & grades identified as surplus and recommended for surrender as follow.

| S.N | Deptt | Category | Grade | No. of Surplus Posts |
|-------|--------------|----------|-----------------|----------------------|
| 1 | Works Branch | Gr 'C' | 5200-20200+2400 | 06 |
| | | | 5200-20200+1900 | 13 |
| | | Gr 'D' | 5200-20200+1800 | 05 |
| 2 | P Way Branch | Gr 'C' | 5200-20200+1900 | 41 |
| | | Gr 'D' | 5200-20200+1800 | 11 |
| Total | | | | 76 |

2.6.0 GENERAL OBSERVATIONS

2.6.1 The team observed during the course of study that certain number of posts is lying in both permanent and TLA heads due to some reason or another. It was observed that the vacancy exists in both the heads against the same category. In certain cases, though the post in permanent head is vacant, the post is on roll/working in TLA head. This clearly indicates that though the category exist in both heads but the posts are lying vacant in permanent/temporary head or even in TLA head also which is uneconomical and creates cause of wasteful expenditure and over staff.

The team discussed this matter at various levels and opines that whenever/wherever the post becomes vacant in permanent head and the post of same category also lies in TLA head, the same should be redeployed in permanent/temporary head thus vacating the post in TLA head. The team suggests that the posts thus becoming vacant in TLA head should be surrendered. This will certainly improve economy as well as manpower productivity and eliminate over staffing.

Recommendation No.2

It is suggested that the on roll TLA staff be deployed to permanent/temporary cadre wherever feasible and the TLA posts thus vacant should be surrendered.

3.0.0 FINANCIAL IMPLICATIONS (AS PER 7TH CPC)

After the implementation of the work study recommendations following are the financial implications.

| S.N | Deptt | Category | Grade | Refer Recom No. | No. of Surplus Posts | Monthly value per post in █████ | Anticipated annual recurring saving █████ |
|---------------------|---------------------------|----------|---------------------|-----------------------|----------------------------|--|--|
| 1. | Works Branch K | Gr 'C' | 5200-20200 +1900 | 1. | 19 | 46536 | 10610208 |
| | | Gr 'D' | 5200-20200 +1800 | | 05 | 41944 | 2516640 |
| 2. | I PkWay Branch g | Gr 'C' | 5200-20200 +1900 | | 41 | 46536 | 22895712 |
| | | Gr 'D' | 5200-20200 +1800 | | 11 | 41944 | 5536608 |
| h g Total | | | | | 76 | | 41559168 |

No. of posts identified as surplus: -

Group 'C' = 60 posts

Group 'D' = 16 posts

Total = 76 posts

Anticipated recurring saving = ■■ 415.59 lakh per annum

Capital saving = Nil

Total saving = ■■ 415.59 lakh per annum

4.00 PRODUCTIVITY

4.1.0 The total annual expenditure on the sanctioned strength of TLA staff working under SSE/Works & P Way of Engg Department over Ambala Division is tabulated as under:-

| S No | Category | Grade in ■■■ | Sanctioned Strength | Monthly value Per post ■■■ | Annual expenditure on Sanctioned Strength in ■■■ |
|-------|-----------|-----------------------|---------------------|----------------------------|--|
| 1 | Group 'C' | 5200-20200+1900 (L-2) | 60 | 46536/- | 33505920 |
| 2 | Group 'D' | 5200-20200+1800 (L-1) | 16 | 41944/- | 8053248 |
| Total | | | 76 | | 41559168 |

The above table reveals that ■■■41559168/- per annum is being spent on the above sanctioned strength of TLA staff over Ambala Division.

4.2.0 The annual expenditure on the proposed strength of TLA staff working under SSE/Works & P Way of Engg Department over Ambala Division is tabulated as under:-

| S No | Category | Grade in ■■■ | Proposed staff | Monthly value per post ■■■ | Annual expenditure on Proposed staff in ■■■ |
|-------|-----------|-----------------------|----------------|----------------------------|---|
| 1 | Group 'C' | 5200-20200+1900 (L-2) | -- | 46536/- | -- |
| 2 | Group 'D' | 5200-20200+1800 (L-1) | -- | 41944/- | -- |
| Total | | | -- | | -- |

The above table reveals that after the implementation of the work study report, the expenditure on the proposed staff will come to ■■■ Nil Therefore the expenditure will be reduced from ■■■ 41559168/- to ■■■ Nil

WORK STUDY REPORT DETAILED CHART

Department: - Engineering

Name of study: -Review of TLA staff, working under SSE works & SSE/P Way of Engineering Department under the administrative Control of Sr.DEN/C over Ambala Division.

Activity Centre: - Over Ambala Division.

| S. No | Sub-activity | Actual staff deployed | Work Study recommendation | Representative Workload |
|-------|----------------------|-----------------------------|-----------------------------------|---|
| 1. | Over Ambala Division | SS =76 OR =38 Vac =38 | SS =76 Prop =Nil Surplus=76 | Special works under SSE works & P Way of Engineering Department |

LIST OF ANNEXURES

| S.N. | Description | Annex. No. |
|------|--|------------|
| 1 | Authority Letter to conduct the work study No. 16-CP/26/WS/19-20 dt. 06/08/2019. | I |
| 2 | Statement showing staff position of technicians, Group 'D' and TLA staff working under SSE/Works & P Way over Ambala Division. | II |

Annexure No.II

Statement showing staff position of technicians (Group "D"), Group "D" and TLA staff working under SSE/Works and P Way over Ambala Division.

| S.N | Deptt | Category | Permanent Staff | | | TLA Staff | | | Grand Total | | |
|------------------------------|--------------|------------------|-----------------|-------------|-------------|-----------|-----------|------------|-------------|-------------|------------|
| | | | S/S | On Roll | Vacc | S/S | On Roll | Vacc | S/S | On Roll | Vacc |
| 1 | Works Branch | Gr 'C' | 218 | 201 | -17 | 19 | 20 | +01 | 237 | 221 | 16 |
| | | Gr 'D' | 369 | 352 | -17 | 05 | 02 | -03 | 374 | 354 | 20 |
| | | Total 'A' | 587 | 553 | -34 | 24 | 22 | -02 | 611 | 575 | 36 |
| 2 | P Way Branch | Gr 'C' | 473 | 453 | -20 | 41 | 10 | -31 | 514 | 463 | 51 |
| | | Gr 'D' | 4040 | 3532 | -508 | 11 | 06 | -05 | 4051 | 3538 | 513 |
| | | Total 'B' | 4513 | 3985 | -528 | 52 | 16 | -36 | 4565 | 4001 | 564 |
| Grand Total 'A' + 'B' | | | 5100 | 4538 | 562 | 76 | 38 | -38 | 5176 | 4576 | 600 |

| | | | |
|---------------------|------|---------------------|----|
| Permanent Cadre | | TLA Cadre: | |
| Sanctioned Strength | 5100 | Sanctioned Strength | 76 |
| On Roll | 4538 | On Roll | 38 |
| Vacancy | 562 | Vacancy | 38 |

Salient features of work study report No. 16-CP-26/WS/2019-20

Sub: "Work Study on Review of TLA staff in Engineering Department (Works & P Way) over Ambala Division"

1. Staff Position:

| S.N | Deptt | Category | Permanent Staff | | | TLA Staff | | | Grand Total | | |
|------------------------------|--------------|------------------|-----------------|-------------|-------------|-----------|-----------|------------|-------------|-------------|------------|
| | | | S/S | On Roll | Vacc | S/S | On Roll | Vacc | S/S | On Roll | Vacc |
| 1 | Works Branch | Gr 'C' | 218 | 201 | -17 | 19 | 20 | +01 | 237 | 221 | 16 |
| | | Gr 'D' | 369 | 352 | -17 | 05 | 02 | -03 | 374 | 354 | 20 |
| | | Total 'A' | 587 | 553 | -34 | 24 | 22 | -02 | 611 | 575 | 36 |
| 2 | P Way Branch | Gr 'C' | 473 | 453 | -20 | 41 | 10 | -31 | 514 | 463 | 51 |
| | | Gr 'D' | 4040 | 3532 | -508 | 11 | 06 | -05 | 4051 | 3538 | 513 |
| | | Total 'B' | 4513 | 3985 | -528 | 52 | 16 | -36 | 4565 | 4001 | 564 |
| Grand Total 'A' + 'B' | | | 5100 | 4538 | 562 | 76 | 38 | -38 | 5176 | 4576 | 600 |

| Permanent Cadre | | TLA Cadre: | |
|---------------------|------|---------------------|----|
| Sanctioned Strength | 5100 | Sanctioned Strength | 76 |
| On Roll | 4538 | On Roll | 38 |
| Vacancy | 562 | Vacancy | 38 |

2.

- The posts of TLA are normally sanctioned against special works, now a day these special works are carried by Zonal/special contracts. Therefore the necessity of TLA staff has been eliminated but TLA staff still exists in Ambala division which is wasteful expenditure on Railway. There is no TLA post sanctioned in Northern Railway except Ambala division.
- It is recommended that whenever/where the post becomes vacant in permanent/temporary head and the posts of same category lies in TLA head, the same should be redeployed in permanent head thus vacating the post in TLA head. The team suggests that the posts thus becoming vacant in TLA head should be surrendered. This will certainly improve economy as well as man power productivity and eliminate overstaffing.
- In Works & P Way Branch, all major and zonal works are being carried out on contractual basis resulting in improved quality of maintenance, economy and reduction in workload in works and P way branch of Engineering Department and Utility of TLA posts are not required.

3. Financial implication:

Anticipated recurring saving = ■ 415.59 lakh per annum

Capital saving = Nil

Total saving = ■ 415.59 lakh per annum

- After surrendering of 76 TLA staff as recommended than 415.59 lakh per annum recurring saving will be achieved.

