

CENTRAL RAILWAY

WORK STUDY REPORT ON “REVIEW OF REDUNDANT/NON-OPERATIVE & OUT SOURCED POSTS IN ELECTRICAL DEPARTMENT OVER BHUSAVAL DIVISION.”



**WORK STUDY CELL,
CENTRAL RAILWAY,
BHUSAVAL DIVISION.**

CENTRAL RAILWAY

WORK STUDY REPORT ON

“REVIEW OF REDUNDANT/NON-OPERATIVE & OUT
SOURCED POSTS IN ELECTRICAL DEPARTMENT OVER
BHUSAWAL DIVISION.”

INSPECTOR

V.S.TAYADE, WSI, BSL

**Work Study Cell,
Central Railway,
Bhusawal Division.**

INDEX

Sr.No.	CONTENTS	Pg.No.
01	Synopsis	04
02	Acknowledgement, Authority and Terms of Reference & Methodology	05
03	Chapter No. 01 Introduction	06
04	Chapter No. 02 Review of the Depots, &Critical Analysis & Recommendation.	07
05	Chapter No. 03 Financial Implications	16

SYNOPSIS

01	Study Number	WSCR/ELECT/BSL/3/19-20.
02	Study Name	Review of redundant/non-operative & out sourced posts in electrical department over Bhusawal Division.
03	Approved by	AGM(C.R)
04	Department	ELECTRICAL
05	Division	BHUSAWAL
06	Date of commencement	13/02/2020
07	Date of completion	24/02/2020
08	Date of Submission	24/02/2020
09	No. of suggestions	02
10	Sanctioned Strength	751
11	No. of men studied	656
12	No. of vacancies	95
13	No. of posts identified surplus	29
14	Financial Implications	Rs 1,33,42,332 /-p.a

ACKNOWLEDGEMENT

The work study team takes this opportunity to express heartily thanks to all Depot In-charge, whose valuable guidance provided a successful conclusion to this study and whose productive suggestions enhanced the enthusiasm of the team.

The work study team is also grateful to all the staff working at various depots for furnishing necessary information and data required for conducting the study.

AUTHORITY & TERMS OF REFERENCE

With the approval of AGM(C.R), the work study on “Review of redundant/non-operative & out sourced posts in electrical department over Bhusawal Division” has been included in the Annual Work Study Program for the year 2019-20 with study no: WSCR/ELECT/BSL/3/19-20.

METHODOLOGY

- 1) Collection of data in detail.
- 2) Field observation and interaction with the staff.
- 3) Discussion with co-coordinating officers/supervisor.
- 4) Change in working pattern if any.
- 5) Working out financial implication involved in saving as a result of surplus employee.

.....

CHAPTER NO. 01 INTRODUCTION

Indian Railways is the life-line of nation providing transportation facility over the length and breadth of country. Its vision is to provide efficient, affordable, customer-focused, environmentally sustainable integrated transportation solutions and to be the vehicle of inclusive growth, connecting regions, communities, ports and centers of industry, commerce, tourism and pilgrimage across the country.

Electrical Engineering infrastructure is one of the largest static infrastructures of Indian Railways. Management of this huge infrastructure has to be done in accordance with the organization's vision. Electrical engineering department of Indian Railways manages and maintains all these infrastructures. Further, it has key role in the area of infrastructure development, technological leap in various fields, and development of world class stations.

.....

CHAPTER NO 02

Review of Depots, Critical Analysis & Recommendations

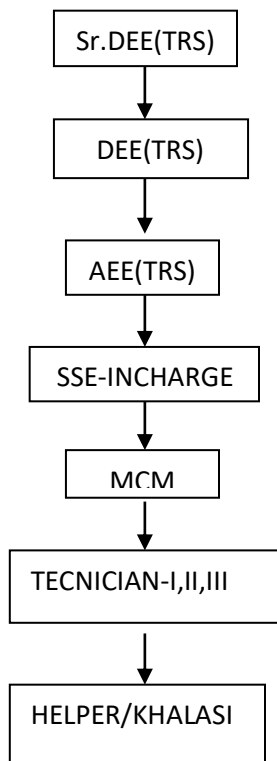
2.1 Electrical Engineering department: -

In Railways, Electrical engineering mainly consists of five main branches:

- 1) Electrical General.
- 2) Traction Distribution (TD)
- 3) Traction Rolling Stock (TRS).
- 4) Electrical Operation (TRO).
- 5) Electrical Construction.

2.2 Traction Rolling Stock (TRS).

The organizational chart at divisional level is as follows:



2.3 Depots over BSL Division:

There are mainly 03 main depots/sheds of TRS over BSL division.

- I. TRIP SHED-BSL.
- II. TRIP SHED – MMR.
- III. MOH-BSL.

I. TRIP SHED-BSL.

Scale check of TRIP SHEDBSL.

Sr.No	Post	Level	SS	MOR	VAC.
01	SSE	7	04	06	+02
02	MCM (Reg. + Steam)	6	09	09	00
03	Tech.-I (Regular)	5	15	25	+10
04	Tech.-II (Elect)	4	04	00	04
05	Tech.-II(Mech)	4	02	01	01
06	Tech.-III (Elect)	2	04	02	02
07	JE	6	03	00	03
08	Tech.-II(Mech)	4	02	01	01
09	Helper/Khalasi	1	09	04	05
	Total		58	47	11

This TRS staff is under the control of Sr.DEE(TRO)-BSL.

SSE-Incharge look after the rest, leave etc of the staff.

Critical Analysis:

- Redundant/ Non- Operative posts identified in the Depot - **NIL.**
- Activities Outsourced in the Depot - **NIL.**
- Future planning for any outsourcing - **NIL.**
- **No recommendation**

II. TRIP SHED – MMR.

Scale check of TRS staff at MMR (TRIP SHED):

Sr.No	Post	Level	SS	MOR	VAC.
01	SSE	6	01	01	00
02	MCM (Reg.)	6	02	02	00
03	Tech.-I (Regular)	5	02	05	+03
04	Tech.-II (Elect)	4	01	00	01
05	Tech.-II(Mech)	4	01	00	01
06	Tech.-III (Elect)	2	01	01	00
07	JE	6	01	00	01
08	Tech.-III (Mech)	4	01	01	00
09	Helper/Khalasi	1	02	01	01
	Total		12	11	01

- This TRS staff is under the control of LF® MMR.

Critical Analysis:

- Redundant/ Non- Operative posts identified in the Depot - **NIL.**
- Activities Outsourced in the Depot - **NIL.**
- Future planning for any outsourcing - **NIL.**
- **No recommendation**

III. MOH SHED BSL.

- It is the largest shed in BSL division.
- The capacity of this shed is 175 locos.
- The holding of this shed is about 225 locos(including 26 G9 locos).
- All types of inspections(Major inspections like AOH, IOH & Minor inspections like IA, IB, IC) are carried out in this shed.
- There are various important sections in the shed like Bogie, Auxiliary, body repair, Heavy Repair, TM, Test Room, Statics, PPIO, Technical, Pneumatic, Electronics, Maintenance, BTC, development, General, Establishment etc.
- This shed has received Best Shed Award in 2015-16 and 2017-18, Second Shed for Cleanliness in 2019-20 GM award.

Scale check of the staff of MOH BSL:

Sr.No	Post	SS	MOR	VAC
01	MCM (Painter/Carp.)	02	01	01
02	Painter-I (Steam)	01	01	00
03	Painter-II (Steam)	01	00	01
04	Painter-III	01	01	00
05	Carpenter-I	02	01	01
06	Carpenter-II	00	00	00
07	Carpenter-III	00	01	+01
08	B/Smith-I	00	00	00
09	MCM(Regular)	117	117	00
10	MCM(M/Driver)	01	02	+01
11	MCM(Machinist)	03	01	02
12	MCM- Welder	07	01	06
13	MCM-CRDR	04	04	00
14	MCM-Wireman	03	03	00
15	MCM-Steam	08	02	06
16	Tech -I Regular	230	139	91
17	Tech-I Mech.			
18	Tech-I Steam	15	00	15

19	Tech-II Elect.	14	04	10
20	Tech-II Mech.	14	12	02
21	Tech-II Steam (As Pin pointing)	02	00	02
22	Tech-III Elect.	30	56	+26
23	Tech-III Mech.	29	53	+24
24	Tech-III Steam (As Pin pointing)	04	00	04
25	Machinist-I	06	02	04
26	Machinist-II	01	02	+01
27	Machinist-III	01	03	+02
28	Welder-I	14	12	02
29	Welder-II	02	04	+02
30	Welder-III	04	04	00
31	Crane Driver-I	09	02	07
32	Crane Driver-II	01	03	+02
33	Crane Driver-III	02	03	+01
34	Wireman-I	05	00	05
35	Wireman-II	01	00	01
36	Wireman-III	01	04	+03
37	Motor Driver-I	01	00	01

38	Motor Cleaner	01	00	01
39	Helper/Khalasi	99	99	00
40	Asst. Points Man	08	08	00
41	Trainee Khalasi	00	01	+01
42	Trainee	00	16	+16
43	App.SE	00	00	00
44	App.JE	00	01	+01
45	SSE(Including 02 SSE at BTC BSL)	55	50	05
46	SSE/DRG.	03	02	01
47	JE/DRG	01	00	01
48	JE	24	09	15
49	Lab. Supdt.(CMS)	02	02	00
50	Lab. Supdt.(CMA)	01	01	00
51	Ch.OS	03	03	00
52	Sr.Steno	01	01	00
53	OS(NP)	08	08	00
54	Sr.Clerk(NP)	04	00	04
55	Jr.Clerk	00	02	+02
56	Ferro Painter	01	00	01
57	Sr.Peon	03	03	00
58	CDMH(Bunglow Peon)	01	00	01
59	Ch.OS(P)	00	01	+01
	Total	751	656	95

Critical Analysis:

The aim of the Work study is to discover redundant/Non operative and out sourced posts. In this direction it is found that:

A few decades earlier when steam traction comes to closure, the staff working under this traction was given to other departments like Mechanical, TRS etc. The steam cadre is a sinking cadre. Now in Railways a lots of works/projects are in progress for electrification and diesel traction will be closed in near future. So there is no use of keeping this Steam Cadre.

In MOH Shed BSL the position of the staff under Steam Cadre is as follows:

STEAM CADRE AT ELS/BSL-JAN 2020

Sr.No	Category	SS	MOR	VAC
01	Painter-I (Steam)	01	01	00
02	Painter-II (Steam)	01	00	01
03	MCM(Steam)	08	02	06
04	Tech-I(Steam)	15	00	15
05	Tech-II(Steam)	02	00	02
06	Tech-III(Steam)	04	00	04
	Total	31	03	28

It is found that these posts are lying vacant since more than 03 years. And these vacancies have not been utilized by the administration for any another purpose. These vacant posts are identified in this work study. Hence it is recommended to surrender 28 vacant posts of Steam Cadre.

Recommendation No: 01: - To surrender 28 vacant posts of Steam Cadre.

2) In MOH shed there is a Drawing section. In this section drawings/ prints of various important circuits, diagrams etc are printed. For this there are 02 Ammonia machines in this section. Out of which only one is working. In this ammonia machine print of A0, A1 & A2 size are printed. Other print of A3, A4 size are printed on other regular printers. Also other big diagrams are reduced and print is given on regular printers.

Also due to digitalization these diagrams/circuits are stored in soft and it makes it easy to transfer it online and it can be referred easily anytime and anywhere. The duty of the ferro painter is to assist in taking prints by ammonia machine.

The post of Ferro Painter is lying vacant more than one year. Also this post will not be much useful in this section. Hence it is recommended to surrender one vacant post of Ferro painter.

Recommendation No: 02: - To surrender 01 vacant post of Ferro Painter.

Chapter no:03 Financial implications

As per the recommendation of the Work Study report, 29 posts are identified as surplus and the money value as a result of surrender of these posts is worked out as under:

Category	Level	Mean Value	DA=17%	Monthly money value	Annual money value	No. of posts	Total Annual saving in Rs.
Painter-II (Steam)	L-4	29400	4998	34398	412776	01	412776
MCM (Steam)	L-6	40800	6936	47736	572832	06	3436992
Tech-I (Steam)	L-5	33650	5721	39371	472452	15	7086780
Tech-II (Steam)	L-4	29400	4998	34398	412776	02	825552
Tech-III (Steam)	L-2	22950	3902	26852	322224	04	1288896
Ferro Painter	L-1	20750	3528	24278	291336	01	291336
	TOTAL					29	1,33,42,332

After surrendering of 29 posts, the recurring saving will be Rs.1,33,42,332/- per annum.

*_*_*_*

□□□□ □□□ □□□□□□□ □□□□□□□□; □□□□□□

□□□□□□ – WSCR/ENGG/BSL/3/19-20.

□□□□□□ –

24/02/2020

NOTE

Sub:-Work-Study Report (Draft) on “Review of redundant/non-operative & out sourced posts in electrical department over Bhusawal Division

--**

The above-subjected study proposed / sponsored by AGM (C.R), with approval of Railway Board is included as a programmed study for the year 2019 –20. In the work study report 29 vacant posts are identified as surplus and are recommended to surrender. These are as follows:

Sr.No	Category	No. of posts
01	Painter-II (Steam)	01
02	MCM (Steam)	06
03	Tech-I(Steam)	15
04	Tech-II(Steam)	02
05	Tech-III(Steam)	04
06	Ferro Painter	01
	Total	29

A copy of the work-study report/draft is prepared & sent herewith for remarks / acceptance please.

(V.S.Tayade)
WSI / BSL.

Sr.DEE/TRS

ADRM

