



## **WORK STUDY**

**ON**

**ADEQUACY OF STRENGTH OF TRACK MAINTAINER-IV UNDER SSE/P-WAY/MXN,  
SSE/P- WAY/SLGR & SSE/P- WAY/DBRG UNDER SR.DEN /TSK OF TINSUKIA  
DIVISION**

**GUIDED BY:**

**SHRI B. LAKRA. SDGM.**

**SHRI L. R. WARY. EO.**

**CO-ORDINATING OFFICERS & PERSONNEL**

**Shri P. KUMAR. Sr.DEN/C/TSK**

**Shri S.S. SARKAR, DEN/G/TSK**

**Shri A. CHKRABORTY, Ch.OS/Sr.DEN OFFICE/TSK**

**CONDUCTED BY:**

**SHRI B. R. GHOSE DASTIDAR, WSI.**

**SHRI A. BARUAH, WSI**

**STUDY NO. WSNF/12/2020 -21**

**CASE NO. Z/375/10/12/2020 -21**

**CENTRAL PLANNING ORGANISATION**

**N. F. RAILWAY/MALIGAON**

**GUWAHATI – 781011**

### **EXECUTIVE SUMMARY**

**SUBJECT :** Work study on “ Adequacy of staff strength of Track maintainer-IV under SSE/P-Way/MXN, SSE/P-Way/SLGR, & SSE/P-Way/DBRG of TSK division

<b>STUDY NO</b>	<b>:</b>	<b>WSNF/12/2020 -21</b>
<b>CASE NO</b>	<b>:</b>	<b>Z/375/10/12/2020 -21</b>
<b>AUTHORITY</b>	<b>:</b>	<b>SDGM/N.F.R.</b>
<b>CONCERN DIV.</b>	<b>:</b>	<b>TINSUKIA</b>
<b>DEPARTMENT</b>	<b>:</b>	<b>ENGINEERING</b>
<b>DATE OF COMMENCEMENT</b>	<b>:</b>	<b>28.04.2020</b>
<b>DATE OF COMPLETION</b>	<b>:</b>	<b>01/05/2020</b>
<b>DATE OF SUBMISSION</b>	<b>:</b>	<b>01/05/2020</b>

**TERMS OF REFERENCE:**

Approved annual Programme of Work Study.

**NOS. OF RECOMMENDATION:** 1(One)

The study team has identified 64 nos of vacant posts of Track Maintainer-IV as surplus and proposed for surrender, which may be deleted from the working BOS.

**PROJECTED MAN POWER:** 64 Posts.

**PROJECTED FINANCIAL SAVING:** Rs 286.19 Lakhs per annum.

**MONTH AND YEAR OF CIRCULATION:** MAY/2020

**I N D E X**

<b>Chapter</b>	<b>Contents</b>	<b>Page No.</b>
<b>I</b>	<b>Introduction</b>	<b>4</b>
<b>II</b>	<b>Activities and work load</b>	<b>5</b>
<b>III</b>	<b>Critical analysis of staff requirements.</b>	<b>6</b>
<b>IV</b>	<b>Recommendation.</b>	<b>7</b>
<b>V</b>	<b>Financial implication.</b>	
<b>VI</b>	<b>Ready Reckoner</b>	

## **CHAPTER – I**

### **1.0. INTRODUCTION:**

The Railway administration has to make the best use of its resources including manpower keeping them at the optimum level to attain the financial viability, taking into consideration to this objectives, The Railway Board has emphasized to take up review of staff strength of various departments in the Railway. In pursuance of this policy of Railway Board, the central planning Organisation of N.F.Railway/ Maligaon has conducted this work study on “ Adequacy of staff strength of Track maintainer-IV under SSE/P-Way/MXN, SSE/P-Way/SLGR, & SSE/P-Way/DBRG of TSK division”

### **2.0. ACKNOWLEDEMENT :**

Work study team is grateful to Shri P. Kumar, Sr.DEN/C/TSK for his kind guidance and co-operation for conducting this study. The work study team is also thankful to Shri S.S. Sarkar, DEN/G/TSK and Shri A. Chakraborty, Ch.OS/Sr.DEN Office/TSK for his assistance rendered to the Work Study team for conducting the work study.

### **3.0 RATIONALE FOR CONDUCTING THIS STUDY**

- Man power is the most costly and precious resource over Indian Railway and Right sizing is the need of the hour.
- Focusing attention on core activities by reducing / elimination of non-core activities.
- Improving the efficiency (out put / input) either by improving the output (numerator) or by decreasing the input (denominator).
- Upgradation / introduction of automation / Innovations.
- Outsourcing of non core activity.
- Availability of better process/ technology.
- Reducing/ removing redundancy in work.

### **4.0. TERMS OF REFERENCE :**

Approved annual work study programme.

### **5.0. METHODOLOGY:**

#### **a) Discussion with Sr.DEN/C/TSK & the nominated Sr.Subordinate**

During field work, discussion was done with regarding the work study and Shri P.Kumar, Sr.DEN/TSK had nominated Shri S.S. Sarkar, DEN/G/TSK and Shri A. Chakraborty, Ch.OS/TSK for the study team, which is placed as Annex-I .

#### **b) Collection of data relating to workload**

The required data is collected from Sr.DPO/IC/TSK Office, SSE/P- Way/MXN, SSE/P-Way/SLGR & SSE/P-Way/DBRG Office to conduct the study.

## **CHAPTER-II**

### **SUMMARY OF WORK LOAD**

2. 4. **TRACKMAINTAINER:** The track maintainer caters to the following regular duties of P.Way Gangs:

- Through packing.
- Shallow screening
- Picking up slacks.
- Lubrication of rail joints.
- Minor attention to cess.
- Cleaning catch water drain, side drains and waterways of bridges.
- Deep screening of ballast.
- Renewal and resurfacing of points and crossing.
- Heavy repairs to track including lifting.
- Complete realignment of curves.

### **2.3. STAFF POSITION OF TRACKMAINTAINER UNDER Sr.DEN/TSK OF TINSUKIA DIVISION**

SN	UNIT/ STATION	CATEGORY	SCALE	G/PAY	BOS	ON ROLL	VACANCY	VACANCY OF TM-4
1	SSE/P-WAY/ PNT	TM - I	5200-20200	2800	22	19	3	
		TM - II	5200-20200	2400	43	39	4	
		TM - III	5200-20200	1900	80	72	8	
		TM - IV	5200-20200	1800	218	187	31	31
2	SSE/P-WAY/ SLGR (West)	TM - I	5200-20200	2800	10	9	1	
		TM - II	5200-20200	2400	19	17	2	
		TM - III	5200-20200	1900	36	28	8	
		TM - IV	5200-20200	1800	97	73	24	24
3	SSE/P-WAY/ SLGR (East)	TM - I	5200-20200	2800	17	13	4	
		TM - II	5200-20200	2400	34	31	3	
		TM - III	5200-20200	1900	62	55	7	
		TM - IV	5200-20200	1800	168	141	27	27
4	SSE/P-WAY/ DBRG	TM - I	5200-20200	2800	16	8	8	
		TM - II	5200-20200	2400	32	15	17	
		TM - III	5200-20200	1900	26	26	0	
		TM - IV	5200-20200	1800	80	81	-1	-1
5	SSE/P-WAY/ MXN	TM - I	5200-20200	2800	19	17	2	
		TM - II	5200-20200	2400	38	33	5	
		TM - III	5200-20200	1900	70	59	11	
		TM - IV	5200-20200	1800	191	148	43	43
				TOTAL	2223	1849	374	124

### **CHAPTER-III**

#### **3.0 . CRITICAL ANALYSIS OF EXISTING WORKLOAD AND STAFF REQUIREMENTS:**

The P. Way is the back bone of Rly track. Therefore, to upkeep the well health of P.Way at all time, a systematic regular maintenance is most essential and for this phenomenon, the activities and workload of trackman have been critically analyzed to attain the actual requirement of staff.

As per data given by SSE/P- Way/MXN, SSE/P-Way/SLGR & SSE/P-Way/DBRG, the Traffic density in this section is considered along with the Rolling Gradient and Maximum permissible speed in the section for calculation.

3.1. As per Rly Board's circular no-2015/CE-1/GNS/2 dt-08/03/2019 regarding cadre restructuring and staffing pattern of track man in the unified cadre of Track maintainer and TM-IV is entry Grade ( Placed as Annex-II.

3.2. As per Rly Board's circular no-E(NG)1-2012/PM5/1 dt 13/08/2013 regarding cadre restructuring and And revision of percentage distribution of Posts of Track maintainer ( Placed as Annex-III)  
According to this circular the existing percentage distribution of TM-IV is 60% , which is reduced by 10%  
And recommended to 50%

#### **3.5 SUMMARY OF PROPOSED SURPLUS OF TRACKMAN UNDER SR.DEN/C/TSK**

SN	UNIT/ STATION	CATEGORY	SCALE	G/PAY	BOS	ON ROLL	VAC	IDENTIFIED SURPLUS	JUSTIFICATI ON
1	SSE/P- WAY/PNT	TM - I	5200-20200	2800	22	19	3		As per Rly Board's circular no-E(NG)1-2012/PM5/1 dt 13/08/2013 revision of percentage distribution of Posts of Track maintainer ( Placed as Annex-III) According to this circular the existing percentage distribution of TM-IV is 60% , which is reduced by 10%
		TM - II	5200-20200	2400	43	39	4		
		TM - III	5200-20200	1900	80	72	8		
		TM - IV	5200-20200	1800	218	187	31	22	
2	SSE/P-WAY/ SLGR (West)	TM - I	5200-20200	2800	10	9	1		
		TM - II	5200-20200	2400	19	17	2		
		TM - III	5200-20200	1900	36	28	8		
		TM - IV	5200-20200	1800	97	73	24	10	
3	SSE/P-WAY/ SLGR (East)	TM - I	5200-20200	2800	17	13	4		
		TM - II	5200-20200	2400	34	31	3		
		TM - III	5200-20200	1900	62	55	7		
		TM - IV	5200-20200	1800	168	141	27	17	
4	SSE/P-WAY/ DBRG	TM - I	5200-20200	2800	16	8	8		
		TM - II	5200-20200	2400	32	15	17		
		TM - III	5200-20200	1900	26	26	0		
		TM - IV	5200-20200	1800	80	81	-1	NIL	
5	SSE/P-WAY/ MXN	TM - I	5200-20200	2800	19	17	2		
		TM - II	5200-20200	2400	38	33	5		
		TM - III	5200-20200	1900	70	59	11		
		TM - IV	5200-20200	1800	191	148	43	15	
				TOTAL	2223	1849	374	64	

## **CHAPTER-IV**

### **RECOMMENDATION**

The study team has identified 64 nos of vacant posts of Track Maintainer-IV as surplus and proposed for surrender, which may be deleted from the working BOS.

## **CHAPTER-V**

### **FINANCIAL IMPLICATION**

#### **EXPENDITURE / FINANCIAL SAVINGS PER ANNUM**

**5.0.** The calculation of total expenditure Grade-wise is furnished below-

SN	Category	Pay Band	G/Pay	Basic Pay in Rs	Revised Pay as per 7 <sup>th</sup> CPC	Salary per annum in INR	Nos of posts proposed for surrender	Total amount in Rs
1	TM - IV	5200-20200	1800	14,500	37,265	4,47,180	64	2,86,19,520
						<b>TOTAL</b>		286.19 Lakh/Annum

#### **5.1. PROJECTED FINANCIAL SAVINGS PER ANNUM**

If the recommendation of this study be implemented, the financial savings per annum will be Rs. 286.19 Lakhs (say) per annum.

## **CHAPTER - VI**

#### **6.0. READY RECKONER**

Pay Band	GP	Mean pay	Basic Pay in Rs	M.F. of CPC(2.57) revised Pay	7 <sup>th</sup> & Salary per annum in INR
9300-34800	4600	22050	26,650	68,490.5	8,21,886
9300-34800	4200	22050	26,250	67,462.5	8,09,550
5200-20200	2800	12700	15,500	39,835	4,78,020
5200-20200	2400	12700	15,100	38,807	4,65,684
5200-20200	2000	12700	14,700	37,779	4,53,348
5200-20200	1900	12700	14,600	37,522	4,50,264
5200-20200	1800	12700	14,500	37,265	4,47,180

