



NORTHEAST FRONTIER RAILWAY

REVIEW OF STAFF STRENGTH OF SSE/C&W/NGC UNIT UNDER SR DME/LMG IN LUMDING DIVISION.

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ASSOCIATED OFFICERS:

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CONDUCTED BY

: SHRI S.K.GHOSE WSI

STUDY NO. : WSNF/38/2020-21

CASE NO. : Z/375/38/775 .

AUTHORITY : SDGM/N.F.Railway

EXECUTIVE SUMMARY

SUBJECT:“REVIEW OF STAFF STRENGTH OF SSE /C&W/NBQ UNIT UNDER Sr DME/LMG
IN LUMDING DIVISION”.

”

STUDY NO	:	WSNF/38 /2020 -21
CASE NO	:	Z/375/38/2020 -21
AUTHORITY	:	SDGM/N.F.R.
CONCERNED DIV. :LUMDING		
DEPARTMENT	:	MECHANICAL.
DATE OF COMMENCEMENT	:	08.02.2021
DATE OF COMPLETION	:	29.03.2021
DATE OF SUBMISSION	:	29.03.2021

TERMS OF REFERENCE:

Approved annual Programme of Work Study for the year 2020-21

NOS. OF RECOMMENDATION: 1 (One).

The study team has identified total 24 nos. of vacant Posts different categories (OS/G- 4,Jamader peon-01, Tech (fitter) Gr-III - 5, Tech Gr-I (Painter) -1, Tech Gr-II (Painter) -1, **Sr.Tech (B/Smith)-1.Tech (B/Smith) Gr-I-1**, Tech Gr-I (Riveter) – 2, **MV Driver -1** as surplus and proposed for surrender & 3 nos manned posts of Safaiwala be redeployed as discussed above and sanctioned 3 nos posts be deleted from BOS.

PROJECTED MAN POWER :20Posts.

PROJECTED FINANCIAL SAVING : Rs 109.23 Lakhs per annum.

MONTH AND YEAR OF CIRCULATION : March/2021

I N D E X

Chapter	Contents	Page No.
I	Introduction	
II	Activities and work load	
III	Critical analysis of staff requirements.	
IV	Recommendation.	
V	Financial implication.	
VI	Ready Reckoner	

CHAPTER -1

1.0.INTRODUCTION :

The main area of responsibility Mechanical Department.

Train Operation.

Motive Power Availability.

Crew Management.

Rolling Stock Management.

Traffic Restoration in case of accident.

Production Units – Locomotives, Coaches, Wheel Sets Etc.

Repair and manufacturing workshops.

All the Coaches and Wagons are maintained by the mechanical Department. The Air- Conditioning part of the Coaches on the system is maintained by the Electrical Department.

2.0.ACKNOWLEDEMENT :

Work Study team is grateful to Shri D.C.Baro ADME/NGC for his kind guidance and Cooperation and F. Rahaman SSE /C&W/NGC for his assistance rendered for conducting this 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 (output/input) either by improving the output(numerator) or by decreasing the input (denominator)

Multi-skilling of existing staff and combining various activities.

Up-gradation/introduction of automation/Innovations.

Outsourcing the non-core activity.

Availability of better process/technology.

Reducing /removing redundancy in work.

4.0.TERMS OF REFERENCE :

Annual work study programme approved by SDGM/NFR.

5.0.METHODOLOGY :

a) Discussion with Sr Subordinate.

During field work, discussion was done regarding present work load of the depot and adequacy of staff strength with respect to present work load, any further prospects of the depot with Senior Subordinate and yard stick for workload versus manpower required is utilized in this study.

b) Collection of Data relating to Workload.

Relevant data was obtained from SSE/C&W/NGC, on the basis data obtained assessment of workload is done in the study report.

c) Assess the workload for monthly turn out and target.

Assess the workload is done in Chapter –II.

d) Assess of Staff requirements for the above workload.

Assess of Staff requirement is done in Chapter –III.

CHAPTER -II

SUMMARY OF WORKLOAD.

The main function of C&W depot is to examine the wagon in the pit line , sick line, train passing examination and other Miscellaneous activity such as collection of scraps, Dressing of Store Materials, Chasing and Collection of Materials and to maintain record/accounts of store, to keep in good condition for any movement to accident site ,to maintain M&P and tools, collection of broken parts from accident site , arrangement of spares for accident involved rolling stock timely replacement of consumable items like DA Oxygen gas , nuts-bolts , oils etc.

DIFFERENT WORKLOAD AND ACTIVITIES OF C&W DEPOT/NGC

NAME OF THE DEPOT: WAGON MAINTENANCE DEPOT/NGC/LMG DIV/NFR

6. No. of goods trains originates at yard/day: 5.14 per day

7. Details of train attended at (last one week) : Period- 01.02.21 to 07.02.21

Sn	Train No	Date	Service From-To	Total Wagon	Gauge
FREIGHT EXAMINATION YARD					
EXAMINATION					
1	DN BCN E/S	01.02.2021	22:15 – 02:10	43	BG
2	DN BOXN E/S	01.02.2021	02:20 – 07:00	60	BG
3	UP NH2 SPL	01.02.2021	06:45 – 08:35	10	BG
4	B/V	01.02.2021	08:40 – 08:50	1	BG
5	BOXN HL	01.02.2021	09:10 – 09:25	1	BG
6	DN BCN E/S	01.02.2021	09:10 – 11:45	28	BG
7	RMC/BPB	01.02.2021	12:05 – 12:20	1	BG
8	RE SPL	01.02.2021	21:25 – 22:00	5	BG
9	DN BCN E/S	01.02.2021	22:10 – 22:40	6	BG
10	DN BCN E/S	02.02.2021	01:45 – 06:20	42	BG
11	DN BCN E/S	02.02.2021	02:15 – 02:45	2	BG
12	DN BCN E/S	02.02.2021	06:10 – 11:10	43	BG
13	DN BCN E/S	02.02.2021	11:20 – 12:30	12	BG
14	DN BCN E/S	02.02.2021	14:00 – 16:20	30	BG
15	DN BRN E/S	02.02.2021	12:40 – 13:15	3	BG
16	DN BCN E/S	03.02.2021	23:05 – 02:00	43	BG
17	DN BCCNR E/R	03.02.2021	03:10 – 06:30	29	BG
18	DN BOXN E/S	03.02.2021	07:15 – 12:30	60	BG
19	BV	03.02.2021	10:05 – 10:20	1	BG
20	DN BOXNHL E/S	03.02.2021	12:20 – 18:00	59	BG
21	DN BCN E/S	03.02.2021	18:00 – 21:40	43	BG
22	DN BOXN E/S	03.02.2021	14:00 – 14:20	2	BG
23	DN BOXN E/S	04.02.2021	21:00 – 02:40	60	BG

24	DN BOXN E/S	04.02.2021	02:40 – 06:20	60	BG
25	B/V	04.02.2021	06:30 – 06:45	1	BG
26	DN BCN E/S	04.02.2021	06:45 – 09:50	43	BG
27	B/V	04.02.2021	07:45 – 08:00	1	BG
28	DN BCN E/S	04.02.2021	10:00 – 2:50	43	BG
29	DN BCN E/S	04.02.2021	13:00 – 15:30	33	BG
29	DN BCN E/S	04.02.2021	16:50 – 16:30	3	BG
30	DN BRN E/S	04.02.2021	17:20 – 19:30	43	BG
31	DN BOXN E/S	04.02.2021	20:30 – 21:50	20	BG
32	DN BCN E/S	05.02.2021	00:50 – 03:25	18	BG
33	B/V	05.02.2021	01:35 – 01:50	1	BG
34	DN BCN E/S	05.02.2021	02:30 – 06:45	43	BG
Sn	Train No	Date	Service From-To	Total Wagon	Gauge
35	B/V	05.02.2021	04:35 – 04:55	1	BG
36	DN BOST /BRN E/S	05.02.2021	07:15 – 11:20	44	BG
37	DN BCN E/S	05.02.2021	09:00 – 10:00	7	BG
38	DN BCN E/S	05.02.2021	10:55 – 13:50	43	BG
39	DN BOXN E/S	05.02.2021	10:10 – 17:45	37	BG
40	DN BOBYN E/S	05.02.2021	14:00 – 7:55	16	BG
41	DN BOXN/BOXNHL E/S	06.02.2021	22:50 – 02:20	46	BG
42	DN BCN E/S	06.02.2021	02:40 – 04:20	22	BG
43	DN BCN E/S	06.02.2021	07:00 – 08:10	20	BG
44	DN BCN E/S	06.02.2021	09:20 – 10:30	27	BG
45	DN BOXN E/S	06.02.2021	10:45 – 12:00	6	BG
46	DN BCN E/S	06.02.2021	11:25 – 18:30	20	BG
47	DN BCN E/S	06.02.2021	16:05 – 18:15	16	BG
48	DN BCN E/S	06.02.2021	18:40 – 21:30	22	BG
49	DN BOBYN E/S	07.02.2021	02:00 – 09:15	52	BG
50	UP/DN RE SPL	07.02.2021	01:30 – 01:50	2	BG
51	DN BCN E/S	07.02.2021	03:10 – 05:20	18	BG
52	DN BCN E/S	07.02.2021	09:25 – 12:40	27	BG
53	DN BCN E/S	07.02.2021	09:00 – 12:10	25	BG
54	BV	07.02.2021	10:30 – 10:40	1	BG
55	DN BOST E/S	07.02.2021	13:05 – 17:05	45	BG
56	DN BOXN E/S	07.02.2021	17:00 – 22:00	61	BG
TRAIN PASSING (wagons)					
1	DN BCN E/S	01.02.2021	00:50 – 01:30	43	BG
2	DN BOBYN E/S	01.02.2021	02:40 – 03:20	54	BG
3	DN BCN E/S	01.02.2021	05:30 – 06:10	43	BG
4	DN BOXNHL E/S	01.02.2021	13:00 – 13:40	60	BG
5	UP BHZ SPL	01.02.2021	20:25 – 20:45	9	BG
6	DN BCN E/S	02.02.2021	21:20 – 21:40	7	BG
7	UP BCN E/S	02.02.2021	05:00 – 05:40	43	BG
8	UP RE SPL	02.02.2021	09:50 – 10:20	6	BG

9	DN BCN E/S	02.02.2021	09:20 – 10:00	43	BG
10	DN BCN E/S	02.02.2021	14:35 – 15:15	43	BG
11	DN BCN E/S	02.02.2021	18:20 – 18:40	22	BG
12	DN BCN E/S	03.02.2021	06:40 – 07:20	43	BG
13	DN BCCNR E/R	03.02.2021	09:10 – 09:50	29	BG
14	DN BOXN E/S	03.02.2021	14:55 – 15:55	60	BG
15	DN BOXNHL E/S	03.02.2021	18:40 – 19:20	60	BG
16	DN BCN E/S	04.02.2021	01:05 – 01:45	43	BG
17	UP JID SPL	04.02.2021	07:45 – 08:00	1	BG
18	DN BOXN E/S	04.02.2021	09:30 – 10:20	60	BG
19	DN BCN E/S	04.02.2021	17:10 – 17:50	43	BG
20	DN BCN E/S	04.02.2021	19:00 – 19:40	43	BG
21	DN NJP MILY E/R	04.02.2021	19:40 – 22:20	16	BG
22	DN BRN E/S	05.02.2021	23:00 – 00:00	43	BG
23	DN BOXN E/S	05.02.2021	01:00 – 01:40	60	BG
24	DN BCN E/S	05.02.2021	06:55 – 07:35	43	BG
Sn	Train No	Date	Service From-To	Total Wagon	Gauge
25	UP BV	05.02.2021	08:00 – 08:10	1	BG
26	DN BCN E/S	05.02.2021	12:40 – 13:20	43	BG
27	DN BOST BRN E/S	05.02.2021	13:55 – 14:35	43	BG
28	DN BCN E/S	05.02.2021	18:55 – 19:30	43	BG
29	DN BOXN E/S	05.02.2021	22:00 – 22:40	59	BG
30	DN BCN E/S	05.02.2021	10:35 – 11:15	43	BG
31	DN BCN E/S	06.02.2021	16:25 – 17:05	43	BG
32	DN BOXN/ BOXNHL E/S	06.02.2021	19:20 – 20:05	58	BG
33	DN BOXN E/S	07.02.2021	01:00 – 01:45	60	BG
34	DN BCN E/S	07.02.2021	05:00 – 05:40	43	BG
35	DN BOBYN E/S	07.02.2021	12:15 – 12:55	52	BG
36	DN BOST E/S	07.02.2021	20:30 – 21:10	45	BG
BY-PASS					
1	DN KISHAN PCL E/R	01.02.2021	19:50 – 20:20	23	BG
2	DN KISHAN MILL E/R	02.02.2021	16:10 – 16:40	24	BG
3	DN KEB PCL E/R	02.02.2021	21:55 – 22:20	23	BG
4	DN INDB KISHAN	06.02.2021	17:10 – 17:45	22	BG
5	DN KISHAN PCL	07.02.2021	13:10 – 13:40	23	BG
6	DN NJRN/FORG BTPN	01.02.2021	07:25 – 08:05	52	BG
7	UP RE SPL		10:45 – 11:10	3	BG
8	DN BOST E/S		18:35 – 19:15	46	BG
9	DN BCN E/S		19:50 – 20:20	22	BG
10	DN BRPN/BTPN E/S	02.02.2021	15:15 – 15:55	52	BG
11	UP NTSK CEMENT		20:40 – 21:20	43	BG
12	DN NCB CEMENT	03.02.2021	11:05 – 11:35	22	BG
13	DN HDLB BTPN	04.02.2021	03:50 – 04:30	52	BG
14	DN BCN E/S		05:30 – 05:55	43	BG

15	UP RE SPL		08:30 – 08:50	3	BG
16	DN NBQ BTPN	05.02.2021	05:40 – 06:20	52	BG
17	DN IORG/BTPN E/S		18:05 – 18:40	52	BG
18	UP/DN IRPN BTPN		18:50 – 19:20	53	BG
19	DN IORG/BTPN E/S	06.02.2021	02:40 – 03:20	52	BG
20	UP RE SPL		05:15 – 06:00	2	BG
21	DN IORG/BTPN E/S		14:55 – 14:45	52	BG
22	DN BOST BRN E/S		15:40 – 16:15	44	BG
23	UP RE SPL	07.02.2021	10:35 – 10:45	3	BG
24	DN IORG/BRPN/BTPN E/S		19:20 – 20:00	52	BG

8. SICK LINE ACTIVITY:- PERIOD: JAN-2021

Sn	Type	Quantity	Total
1	BCN	177	491
2	BOXN	171	
3	BOXNHL	88	
4	B/VAN	28	
5	BRN	4	
7	BOBYN	7	
8	BCNHL	3	
9	BOST	13	
TOTAL			491

9. MISCELLANEOUS ACTIVITIES : JAN-2021

sn	TYPE OF ACTIVITY	Type of wagons	Quantity last month
1	Routine over hauling	BCN	88 WAGONS
2	Re-validation & cursory examination of container rakes at ICD/AMJ	Container rakes	27 TRAINS
3	ART movement (attending accident/salvage/girder launching for Engg depts etc)	ART composition	03 MOVEMENTS OF ART COMPOSITION

9. DEPLOYMENT OF EXISTING STAFF (Category wise) JAN-2021.

a)

AREA	CARRIAGE FITTER	CARRIAGE KHALASI
SICKLINE	25	23
ROH	40	34
TRAIN PASSING	47	12
ART	XX	XX
TOTAL	112	69

b) S/CLEANER

AREA	S/CLEANER
SICKLINE	4
ROH	2
TRAIN PASSING	1
ART	X
TOTAL	7

c) ANCILLARY STAFF

AREA	ANCILLARY STAFF
SICKLINE	7
ROH	4
TRAIN PASSING	4
ART	1
TOTAL	16

d) SUPERVISOR

AREA	SUPERVISOR (including CMS)
SICKLINE	6-SUPERVISOR
ROH	9 NOS (SUPERVISOR) + 1 CMS
TRAIN PASSING	8 NOS (SUPERVISOR)
ART	1 NO (SUPERVISOR)
TOTAL	25 NOS

STAFF POSITION OF C&W/NGC UNIT

SN	CATEGORY	SCALE OF PAY	G/PAY	BOS	ON ROLL
1	SSE/C&W/NGC	9300-34800	4600	20	22
2	JE/C&W/NGC	9300-34800	4200	10	02
3	COS/G	9300-34800	4600	02	03
4	CMS	9300-34800	4200	00	01
5	OS/G	9300-34800	4200	08	02
6	SR CLERK	5200-20200	2800	01	00
8	JD PEON	5200-20200	1800	01	00
9	Sr.Tech (CF)	9300-34800	4200	36	40
10	Sr.Tech (Fitter)ART	9300-34800	4200	06	00
11	Tech(CF) Gr-I	5200-20200	2800	64	12
12	Tech(CF) Gr-II	5200-20200	2400	13	26
13	Tech(CF) Gr-III	5200-20200	1900	21	46
14	Sr.Tech (Welder)	9300-34800	4200	04	03
15	Tech (Welder) Gr-I	5200-20200	2800	07	01
16	Tech.I(A/ Plant)ART	5200-20200	2800	02	00
17	Sr.Tech(A/Plant)ART	9300-34800	4200	01	00
18	Tech (Welder) Gr-II	5200-20200	2400	01	01
19	Tech (Welder) Gr-III	5200-20200	1900	02	02
20	Sr.Tech (B/Smith)	9300-34800	4200	03	00
21	Sr.Tech (B/Smith)	9300-34800	4200	01	00
22	Tech (B/Smith) Gr-I	5200-20200	2800	02	01
23	Tech (B/Smith) Gr-I (ART)	5200-20200	2800	01	00
24	Sr.Tech(Painter)	9300-34800	4200	02	00
25	Tech(Painter) Gr-I	5200-20200	2800	02	01
26	Tech(Painter) Gr-II	5200-20200	2400	01	00
29	Tech (Painter) Gr-III	5200-20200	1900	00	00
30	Sr.Tech(Carpenter)	9300-34800	4200	01	00
31	Tech(Carpainter) Gr-I	5200-20200	2800	01	01
32	Sr.Tech (Riviter)	9300-34800	4200	02	01
34	Tech (Riviter) Gr-I	5200-20200	2800	04	00
35	Tech (Riviter) Gr-II	5200-20200	2400	01	00
36	Tech (Riviter) Gr-III	5200-20200	1900	01	00
37	Tech (Turner) Gr-I	5200-20200	2800	02	00
38	Tech (Turner) Gr-II	5200-20200	2400	00	01
39	Tech (Turner) Gr-II (ART)	5200-20200	2400	01	00
40	Sr.Tech (SPA)	9300-34800	4200	01	00
41	Tech (SPA) Gr-I	5200-20200	2800	02	00
42	Tech (SPA) Gr-II	5200-20200	2400	01	00
43	Tech (SPA) Gr-III	5200-20200	1900	00	03
44	Tech(MWM)- I	5200-20200	2800	00	01
45	Tech (MWM) II	5200-20200	2400	00	01
46	HELPER (C&W)	5200-20200	1800	57	71

47	SAFAIWALA	5200-20200	1800	03	07
48	Tech Gr-I(DSCDriver/ART)	5200-20200	2800	01	01
49	Tech Gr-III(DSCDriver/ART)	5200-20200	1900	01	00
50	MV Driver (Jeep)	5200-20200	1900	01	00
51	Sr.Tech (Riviter)	9300-34800	4200	01	00
TOTAL				293	250

DEFFERENT WORKLOAD AND ACTIVITIES OF C&W/NGC AT WAGON MAINTENANCE DEPOT

10.No of goods trains Originates at yard/day

EXAMINATION: 5.14 NOS OF TRAIN / DAY

EXAMINATION RAKE PASSING : 5.14 RAKE / 7 DAYS

BY PASS PASSING: 3.57 RAKE/ DAY

CYLINDER RELEASED: 0.85 RAKES / DAY

**1.1 Details of train attended at (last one week) – From 01.02.2021 to
07.02.2021
(FREIGHT EXAMINATION YARD)**

TRAIN PASSING

SN	TRAIN NO	LOCO NO	DATE	TIME FROM - TO	LOAD	GAUGE
1	DN BCN E/S	13629	01.02.2021	00:50 – 01:30	42+1	BG
2	DN BOBYN E/S	12065	01.02.2021	02:40 – 03:20	53+1	BG
3	DN BCN E/S	70882	01.02.2021	05:30 – 06:10	42+1	BG
4	DN BOXNHL E/S	12168	01.02.2021	13:00 – 13:40	59+1	BG
5	UP BHZ SPL	70836	01.02.2021	20:25 – 20:45	8+1	BG
6	DN BCN E/S	12176	02.02.2021	21:20 – 21:40	7+0	BG
7	UP BCN E/S	49099 / 49229	02.02.2021	05:00 – 05:40	42+1	BG
8	UP RE SPL	16578	02.02.2021	09:50 – 10:20	5+1	BG
9	DN BCN E/S	49218 / 49034	02.02.2021	09:20 – 10:00	42+1	BG
10	DN BCN E/S	49126	02.02.2021	14:35 – 15:15	42+1	BG
11	DN BCN E/S	14763	02.02.2021	18:20 – 18:40	21+1	BG
12	DN BCN E/S	12772 / 70518	03.02.2021	06:40 – 07:20	42+1	BG
13	DN BCCNR E/R	70389	03.02.2021	09:10 – 09:50	28+1	BG
14	DN BOXN E/S	14763	03.02.2021	14:55 – 15:55	59+1	BG
15	DN BOXNHL E/S	14965	03.02.2021	18:40 – 19:20	59+1	BG
16	DN BCN E/S	12352	04.02.2021	01:05 – 01:45	42+1	BG
17	UP JID SPL	12666	04.02.2021	07:45 – 08:00	0+1	BG
18	DN BOXN E/S	16055	04.02.2021	09:30 – 10:20	59+1	BG
19	DN BCN E/S	12160	04.02.2021	17:10 – 17:50	42+1	BG

20	DN BCN E/S	70153	04.02.2021	19:00 – 19:40	42+1	BG
21	DN NJP MILY E/R	20017	04.02.2021	19:40 – 22:20	16	BG
22	DN BRN E/S	70762	05.02.2021	23:00 – 00:00	42+1	BG
23	DN BOXN E/S	70641	05.02.2021	01:00 – 01:40	59+1	BG
24	DN BCN E/S	13510	05.02.2021	06:55 – 07:35	42+1	BG
25	UP BV	49218	05.02.2021	08:00 – 08:10	0+1	BG
26	DN BCN E/S	12532	05.02.2021	12:40 – 13:20	42+1	BG
27	DN BOST BRN E/S	11503	05.02.2021	13:55 – 14:35	42+1	BG
28	DN BCN E/S	12064	05.02.2021	18:55 – 19:30	42+1	BG
29	DN BOXN E/S	14854	05.02.2021	22:00 – 22:40	58+1	BG
30	DN BCN E/S	13594 / 13406	05.02.2021	10:35 – 11:15	42+1	BG
31	DN BCN E/S	14857	06.02.2021	16:25 – 17:05	42+1	BG
32	DN BOXN/ BOXNHL E/S	49113	06.02.2021	19:20 – 20:05	57+1	BG
33	DN BOXN E/S	70641 / 40138	07.02.2021	01:00 – 01:45	59+1	BG
34	DN BCN E/S	12162	07.02.2021	05:00 – 05:40	42+1	BG
35	DN BOBYN E/S	12696	07.02.2021	12:15 – 12:55	51+1	BG
36	DN BOST E/S	70059 / 14847	07.02.2021	20:30 – 21:10	44+1	BG

11. Sick line activity:-

Sn	Type	Quantity	Total
1	BCN	40	491
2	BOXN	20	
3	BOXNHL	4	
4	B/VAN	8	
5	BRN	1	
7	BOBYN	2	
Grand Total			75

13. Miscellaneous activities:- (01.02.21 TO 07.02.2021)

Type of activity		BCN		BCNHL		BOXN		BOXNHL		BOBYN		BOST		OTHERS		TOTAL			
ROH		28 NOS		XX		XX		XX		XX		XX		XX		28 NOS			
ART /NGC																			
DATE		STATION		SIREN BLOW		OUT		ARRIVAL AFTER RESTORATION		WEATHER FULL COMPOSITION OR BD/VAN JACK SENT		NATURE OF ACCIDENT							
06.02.2021		NGC		06.02.21		08:45 hrs		06.02.21		09:55 hrs		06.02.21		15:00 hrs		FULL COMPOSITION		Salvage work for FOB girder setting at Ajuri.	
ICD / AMINGAON (RE- VALIDATION OF BPC)				There is five passing attend at ICD/Amingaon on Date- 01/02/2021, 03/02/2021, 04/02/2021, 05/02/2021, 07/02/2021.															

10.

DEPLOYMENT OF EXISTING STAFF (Category wise).

a)

AREA	CARRIAGE FITTER (112 NOS)	CARRIAGE KHALASI (69NOS)
SICKLINE	25	23
ROH	40	34
TRAIN PASSING	47	12
ART	XX	XX

b) **S/CLEANER**

AREA	S/CLEANER (07 NOS)
SICKLINE	4
ROH	2
TRAIN PASSING	1
ART	X

c) **ANCILLARY STAFF**

AREA	ANCILLARY STAFF (16 NOS)
SICKLINE	7
ROH	4
TRAIN PASSING	4
ART	1

d) **SUPERVISOR / ADMINISTRIAL**

AREA	SUPERVISOR / ADMINISTRIAL (30 NOS)
SICKLINE	12 NOS (6-SUPERVISOR + 5- ADMINISTRIAL + 1- CMS)
ROH	9 NOS (SUPERVISOR)
TRAIN PASSING	8 NOS (SUPERVISOR)
ART	1 NO (SUPERVISOR)

CHAPTER - III

CRITICAL ANALYSIS AND STAFF REQUIREMENTS

I. The Work Study Team critically examined the various activities & work load of SSE/C&W/NGC Depot.. The staff requirement for the Depot is arrived at based on the yardstick issued by Mechanical Directorate of Railway Board (norms for primary maintenance, Platform train examination and other allied activities) vide letter No.2000/M (C) /143/5 dt. 24.12.2001 & copy of Compendium of Yard Stick of Finance Branch /SE Railways(Annex-V) and on need base for miscellaneous works.

II. YARD STICK

COACHING STAFF (B.G. & M.G):

1. All Railways should gradually work to a target of 0.15 men per coach held for sick line attention except such Railways which already been operating below this level. These Railways should gradually move towards a target of 0.12 men per coach held.
2. Central, Eastern, Northern, South-Central and Western Railways are already operating at or about the level of 0.15 men per coach held. Southern, South Eastern, North Eastern and North East Frontier Railways are however carrying extra men.
3. For primary maintenance of coaches following yardsticks is recommended for
BG and MG:-
 - i) For super fast and long distance trains 1.2 men/coach/day
 - ii) For other mail/Express trains 1 men/coach/day
 - iii) Passenger trains 0.8 men/coach/dayBG trains plying longer than 1500 kms and MG trains plying longer than 900 Kms are to be considered as long distance trains.
4. For secondary maintenance the staff should be provided at a scale of 50% of the staff for primary maintenance. The figure for the same would, therefore be as follows(for BG & MG)
 - i) Superfast and Long distance trains: - 0.6 men/ coach/ day.
 - ii) Other Mail and Express trains: - 0.5 men/ coach/ day.
 - iii) Passenger trains :- 0.4 men/ coach/ day
5. For washing and cleaning of Coaches following yardstick is recommended (for BG and MG).
 - i) For washing and cleaning: - :- 0.7 men/ coach cleaning/ day
 - ii) For internal dry cleaning: - 0.5 men/ coach/day.
6. The committee is conscious of the fact that the yardstick now being recommended for washing and cleaning may result in some increase in staff. This, however, is considered necessary as lack of cleanliness of coaching stock and inadequate amenity standards have been a matter of service criticism from the traveling public over the years. The yardstick, is however, Very tight to work study norms and is the barest minimum necessary.
7. Train passing examination staff should be provided depending upon the local needs. The trains should, however, be examined after they have traveled for not less than 500 km on BG and 300 km on MG.
8. The Railway should review their train examination pattern and close down the reluctant train examination stations.

WAGONS:

The following yardsticks are recommended: -

Intensive Repair Examination:

BG 70 FW unit trains	40 man hours
MG 70 FW unit trains	32 man hours (80% of BG)
Safety to run examination:	
BG	12 man hours
MG	9 man hours (80% of BG)

ROH Bogie Wagons:

20 men per ROH per day (Inclusive of LR & RG)

ROH of FW Roller Bearing Stock (CRT & IWS)

6 men per ROH per day (Inclusive of LR & RG)

Repacking of BG FW Wagons:

5.25 men per wagon per day (Inclusive of LR/RG)

Repacking of MG FW Wagon:

4.2 men per wagon per day (Inclusive of LR/RG) (80% of BG)

The staff requirement for train examination for coach Zonal Railway can be broadly based on its local wagon holding with a suitable adjustment for the rate of loading more, shall require more staff per thousand wagons than those loading less. It is assessed that generally staff employment per thousand wagon should be as per table below:

LOADING/1000 WAGONS	STAFF REQUIRED/1000 WGONS	
	B.G	M.G
80	45.6	36.6
80-90	48.9	-
90-100	51.8	-
100-110	54.5	-
110-120	57.0	-
120-130	59.3	-

10. Similarly, the deployment of staff in sick line should be 40-men/1000 wagons for B.G. and 32-men/1000 wagons for M.G. This will be inclusive of all scheduled and unscheduled repairs except corrosion repair and panel patching for which 7 men (for BG) and 6 (for MG) per 1000 ons held may be employed.

11. The 60:40 ratio of staff between artisan and unskilled may continue unchanged. A ratio of 1:11 is recommended between supervisor and staff (skilled and unskilled both) for coaches as well as wagon maintenance.

Special Note: (A) No yardstick has been fixed for following items: -

1. Watering on pit (Ref Para 3.4.5.4). Separate staff is to be kept for this purpose.
2. Separate staff is to be provided as per necessity for train passing (passenger trains)
3. Staff calculation as per the above report includes RG and LR both.

(B) Requirement of staff for the following ancillary and odd job is not considered in the above yardstick. So, if required, staff requirement may be calculated against specific workload:

Break down

Outstation works such as attention of damaged rolling stock, collection and chasing of materials, train run etc.

Military, goods shed, transshipment siding.

Refinery siding (BHPL, ICC etc)

Authority : Railway Board's report on Manpower Productivity on the Railways.
(Mechanical Department – Open line), April'86 (for item No. 1 to 11)

12. **ROH of BOX'N' WAGONS:**

(A) **ROH for 10 BOX'N' wagon per day** @ 125 man hours/wagon (Para-803)

(B) Other than ROH: @ 2 wagons/rake @ 5 men/wagon (Para 8.3)
(Damage/sick wagon)

(C) Indirect staff for painting etc. 10% of sick line staff (Para 8.3)

Authority: Director of Mechanical Engineer's letter No. 73/M (N)/204/2/Pt.II dt.18.10.82.

13. **Yardstick for Escorting staff on Rajdhani Express Trains:**

Supervisor	-	1
Fitter	-	1
Safaiwala	-	3

Authority: Rly. Board's letter No. 96/M(C)/141/125 dt. 09.12.96.

14. **Yardstick for Loco Inspector:**

1 link Inspector may be provided for 25 posts of Driver working on Diesel Traction.

1 Link Inspector may be provided for 50 posts of Shunters working on Diesel Traction.

Authority: Rly. Board's letter No. 82/M (L)/467/125 dt.26.09.91

15. **Maintenance of Diesel locos:**

The following Yardstick is recommended:-

a)	Supervisors	0.7 per loco
b)	Artisans	3.4 per loco
c)	Unskilled	2.5 per loco

Authority: Railway Board's Report on Man Power Productivity on the Railway's
(Mech. Dept. Open line) April'86.

IV.REQUIREMENT OF STAFF THE UNIT OF C&W/NGC

Name of Depot : C&W/NGC.

Work load :

1. Pit Line
2. Train Passing.
3. Ancillary staff
4. Miscellaneous activity.

V. Man Power Calculation :

1. Total staff required for sick line attention.

- a) Sick line activity –
 Holding – 85 Wagons.
 In FWU – 170 units.
 Yard Stick – 32 men per 1000 wagons.
 Hence staff required – $(32 \times 170) / 1000 = 5.4$ (SAY 6)

2. WAGONS :

No of goods trains Originates at Yard/day = 5.14 rakes/day average @ 43 Wagons per rakes i.e. total - NOS. of Wagons- $43 \times 5.14 = 221.02 = 221$ (say)

Total staff required for Intensive Repair Examination :

Intensive Repair Examination :

BG 70 FW unit trains 40 man hours
 MG70 FW unit trains 32 man hours (80 % of BG)

Safety to run examination :

BG 12 man hours
 MG 9 man hours (80 % of BG).

Now-a-days FW is replaced by EW unit trains.

Therefore , considering the above.

SN	BG 70 EW UNIT Trains	YARD STICK considering 1.5 Multiplication factor of FW unit to convert in EW unit of trains		TOTAL MAN POWER
		Intensive Repair Examination (Considering hours – 6 hours/day)	Safety to run Examination (Considering hours – 6 hours/day)	
1	Considering 6 Racks per day (Maximum)	60 Man hours	18 Man hours	
2	$43 \times 6/70 = 3.685$	$3.685 \times 60/6 = 36.85$ (Say 37)	$3.685 \times 18/6 = 11.055$ (Say 11)	
	Man power required	37Men	11Men	48 Men

- At present, though the Intensive Repair Examination at C&W/NGC is not carried out by the Unit, but provision of extra staff requirement is kept for any future planning.

Total man power required for the unit is $(06 + 48) = 54$

At the ratio 60 : 40 of Skilled and Un- Skilled

Skilled = 32.4 (Say 33) And Un-Skilled = 21.6 (say) == 22

L.R. & R.G. (20% of 33) = 6.6 . (say -7) L.R. & R.G. (20% of 22) = 4.4 (say 5) TOTAL = 12

Total man power required including RG & LR is $54 + 12 = 66$ Nos.

Man power required for ART/NGC unit =29

The total man power required for the above activities is 29.

LR against 29 staff strength is $29 \times 12.5 / 100 = 3.62$ (say 4)

The Total staff required For ART/NGC is $(29+4)=33$ nos.(incl. supervisors and LR)

5. The total calculated Man power required in C&W/NBQ Unit is

1. Primary Maintenance:-	54
2. Staff required for sick line attention-	6
3. Staff required for Intensive Repair Examination and Safety run Examination-	33
4. LR & RG Staff required against above strength-	12
5. Staff Required for ART -	33
<hr/>	
Total :-	138 NOS.

ON ROLL & VACANCY POSITION OF STAFF AND IDENTIFICATION OF SURPLUS POSTS

SN	CATEGORY	SCALE OF PAY	G/PAY	BOS	ON RO	VAC	SURPLUS POSTS
1	SSE/C&W/NGC	9300-34800	4600	20	22	+02	
2	JE/C&W/NGC	9300-34800	4200	10	02	-08	
3	COS/G	9300-34800	4600	02	03	+01	
4	CMS	9300-34800	4200	00	01	+01	
5	OS/G	9300-34800	4200	08	02	- 06	04
6	SR CLERK	5200-20200	2800	01	00	-01	
8	JD PEON	5200-20200	1800	01	00	-01	01
9	Sr.Tech (CF)	9300-34800	4200	36	40	+04	05
10	Sr.Tech (Fitter)ART	9300-34800	4200	06	00	-06	
11	Tech(CF) Gr-I	5200-20200	2800	64	12	- 52	
12	Tech(CF) Gr-II	5200-20200	2400	13	26	+13	
13	Tech(CF) Gr-III	5200-20200	1900	21	46	+25	
14	Sr.Tech (Welder)	9300-34800	4200	04	03	-01	
15	Tech (Welder) Gr-I	5200-20200	2800	07	01	-06	
16	Tech.I(A/Plant)ART	5200-20200	2800	02	00	-02	
17	Sr.Tech(A/Plant)ART	9300-34800	4200	01	00	-01	
18	Tech (Welder) Gr-II	5200-20200	2400	01	01	00	
19	Tech (Welder) Gr-III	5200-20200	1900	02	02	00	
20	Sr.Tech (B/Smith)	9300-34800	4200	03	00	-03	02
21	Sr.Tech (B/Smith)/ART	9300-34800	4200	01	00	-01	
22	Tech (B/Smith) Gr-I	5200-20200	2800	02	01	-01	
23	Tech (B/Smith) Gr-I (ART)	5200-20200	2800	01	00	-01	
24	Sr.Tech(Painter)	9300-34800	4200	02	00	-02	02
25	Tech(Painter) Gr-I	5200-20200	2800	02	01	-01	
26	Tech(Painter) Gr-II	5200-20200	2400	01	00	-01	
29	Tech (Painter) Gr-III	5200-20200	1900	00	00	-00	
30	Sr.Tech(Carpenter)	9300-34800	4200	01	00	-01	
31	Tech(Carpainter) Gr-I	5200-20200	2800	01	01	00	
32	Sr.Tech (Riviter)	9300-34800	4200	02	01	-01	02
34	Tech (Riviter) Gr-I	5200-20200	2800	04	00	-04	
35	Tech (Riviter) Gr-II	5200-20200	2400	01	00	-01	
36	Tech (Riviter) Gr-III	5200-20200	1900	01	00	-01	
37	Tech (Turner) Gr-I	5200-20200	2800	02	00	-02	
38	Tech (Turner) Gr-II	5200-20200	2400	00	01	+01	
39	Tech (Turner) Gr-II (ART)	5200-20200	2400	01	00	-01	
40	Sr.Tech (SPA)	9300-34800	4200	01	00	-01	
41	Tech (SPA) Gr-I	5200-20200	2800	02	00	-02	
42	Tech (SPA) Gr-II	5200-20200	2400	01	00	-01	

43	Tech (SPA) Gr-III	5200-20200	1900	00	03	+03	
44	Tech(MWM)- I	5200-20200	2800	00	01	+01	
45	Tech (MWM) II	5200-20200	2400	00	01	+01	
46	HELPER (C&W)	5200-20200	1800	57	71	+14	
47	SAFAIWALA	5200-20200	1800	03	07	+04	03
48	Tech Gr-I(DSCDriver/ART)	5200-20200	2800	01	01	00	
49	Tech Gr-III(DSCDriver/ART)	5200-20200	1900	01	00	-01	
50	MV Driver (Jeep)	5200-20200	1900	01	00	-01	01
51	Sr.Tech (Riviter)	9300-34800	4200	01	00	-01	
TOTAL				293	250	-43	20

- As per calculation in para -5 of Chapter-III, the required strength of staff is 138 against staff strength of 293 as per BOS out of on roll strength 250 and vacancies of 43 posts of different categories, the identified nos. of surplus posts is 20 nos.
- Though there is 3 nos.of Posts Safiwala & S/Cleaner are manned posts, this posts is listed under obsolete Category (circular is placed at Annex-III). Moreover, the redundancy of work load of this category is caused due to engagement of out-agencies for the posts of welder is already in existence as informed by SSE/Ic/C&W/NGC. Therefore, proposed for re-deployment of on roll staff of Safiwala & S/Cleaner category.
- In the category of Painter there are BOS of 5 nos against onroll 1 no, against B/smith category BOS-7 nos vise onroll 1no,& against Riveter BOS 8 nos vise onroll 1 nos. therefore proposed for 2 nos posts each against those categories.

Thus, the study team has proposed to surrender the identified 20 nos. of vacant surplus posts and those under redundant category may be deleted from the working BOS of the concerned unit.

CHAPTER-IV

RECOMMENDATION

The study team has identified total 24 nos. of vacant Posts different categories (OS/G- 4,Jamader peon-01,Tech (fitter) Gr-III - 5, Tech Gr-I (Painter) -1, Tech Gr-II (Painter) -1,Sr.Tech (B/Smith)-1.Tech (B/Smith) Gr-I-1, Tech Gr-I (Riveter) -2, MV Driver -1 as surplus and proposed for surrender&3 nos manned posts of Safaiwala be redeployed as discussed above and sanctioned 3 nos posts be deleted from 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 th CPC	Salary per annum in INR	Nos of posts proposed for surrender	Total amount in Rs
1	OS/G	9300-34800	4600	26,650	68,490.5	8,21,886	4	3,287,544
2	Tech (fitter) Gr-III	5200-20200	1900	14,600	37,522	4,50,264	5	2,251,320
3	Tech Gr-I (Painter)	5200-20,200	2800	15,500	39,835	4,78,020	1	4,78,020
4	Tech Gr-II (Painter)	5200-20,200	2400	15,100	38,807	4,65,684	1	4,65,684
5	Sr.Tech (B/Smith) Gr-I	9300-34800	4600	26,650	68,490.5	8,21,886	1	8,21,886
6	Tech (B/Smith) Gr-I	5200-20,200	2800	15,500	39,835	4,78,020	1	4,78,020
7	Tech Gr-I (Riveter)	5200-20,200	2800	15,500	39,835	4,78,020	2	9,56,040
8	MV Driver	5200-20200	1900	14,600	37,522	4,50,264	1	4,50,264
9	Jamader peon	5200-20200	1800	14,500	37,265	4,47,180	1	4,47,180
10	SAFAIWALA	5200-20200	1800	14,500	37,265	4,47,180	3	1,341,540
	TOTAL						20	Rs 10,977,498 /- say 109.77Lak h

6.0. PROJECTED FINANCIAL SAVINGS PER ANNUM :

If the recommendation of this study be implemented, the financial savings per annum will be Rs. 109.77 Lakhs (say) per annum.

CHAPTER - VI

READY RECONA:-

Pay Band	GP	Mean pay	Basic Pay in Rs	M.F. of 7 th CPC(2.57) & revised Pay	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